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Research Wing at  
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## LABOR'S PLACE IN HISTORY

PUBLIC OPINION POLLS and politics sometimes make strange bedfellows.

Each election year, such samplings of voter preference attempt to show, among other things, the union member's candidate preference.

Much criticism has arisen lately concerning the polls, not the least of which is the cry that polls influence—rather than reflect—public opinion. On today's political market, the polls tell you who will win before the election takes place, and modern communications tell you who has won before the voting is completed. But, it is the polls which have such an effect on the nation's politics.

Gov. Romney, of Michigan, abandoned his quest of the 1968 GOP Presidential nomination early when the polls indicated his candidacy did not jell.

Even President Johnson reportedly announced he would not run again when polls showed his policies were unpopular.

No one knows, for sure, just how many politicians have made wrong decisions, or how many election bets have been lost, when decisions were made strictly on a pollster's interpretation of public opinion.

Back in 1936, a national magazine predicted—on the basis of 2,376,523 answers to a questionnaire—that Kansas Gov. Alf Landon would defeat President Roosevelt. A slight error of 21.6 per cent ruled that magazine out as the accepted prophet of political results.

In 1948, pollsters told the nation that Gov. Thomas E. Dewey would defeat Harry S. Truman. One newspaper, with abiding faith in polls, hit the streets with an early election headline which declared—"DEWEY ELECTED."

But, voters and pollsters didn't get together that year. HST became a famous monogram in Presidential lexicon, while Gov. Dewey returned to his New York City law practice, and that Chicago Tribune election edition became a collector's item.

All because pollsters goofed to the extent of 5.4 per cent.

In recent years, candidates running behind in the polls have hired private concerns to conduct polls—with results which usually prove that they were, in fact, front runners all the time. The public has come to look upon such polls with little confidence.

Pollsters—limited by personnel, capital and the magnitude of the task—have tried to develop polling into a science.

Gallup and Harris release their findings on the basis of slightly over 1,000 voters questioned, claiming that a question properly phrased and asked of proper persons will reflect voter preference of millions. Just how scientific this procedure is has become a topic of debate.

But, the over-riding danger in political polls is not only that they tend to influence rather than reflect public opinion, but also that they influence candidates themselves.

Candidates have been known to turn 180 political degrees on an issue if polls show their original stand to be unpopular.

This is coupled with the fact that casual voters tend to run with the pack, wishing only to cast their votes for the eventual winners. The peril here is these voters do not ignore the polls and decide issues for themselves.

Erosion of voter judgment by the polls does a disservice to the orderly process of our political system, the critics charge.

Finally, polls have one handicap which can never be overcome.

Once in the privacy of the voting booth, American voters face the moment of truth alone. And, the awesomeness of their obligation might well provoke a response quite different than the one provoked by a pollster's question a month or two before.

And once the vote is cast, the pollster has no opportunity to recover.



# Teamster General Executive Board Endorses Hubert H. Humphrey



Vice President Humphrey  
and  
Frank E. Fitzsimmons

VICE PRESIDENT Hubert H. Humphrey has received the endorsement of the general executive board of the 1.9 million-member International Brotherhood of Teamsters.

The Teamster executive board made the endorsement of Humphrey's Presidential bid after a four-hour session in Chicago at which the records of the three candidates were thoroughly examined and discussed.

Announcing the endorsement, Teamster General Vice President Frank E. Fitzsimmons stated:

"The Teamster general executive board has taken a hard look at the qualifications of the three major candidates for President, and has concluded that Vice President Hubert H. Humphrey is the man best qualified to lead this nation in its time of crisis.

"His record of public service spans many

years, beginning as Mayor of Minneapolis, through the U. S. Senate, and in the Office of Vice President.

"From a trade union viewpoint, the working man and woman of the nation have had no better friend in the Halls of Congress than Hubert H. Humphrey.

"We suspect, if he is elected, that we will have our differences with him in the field of labor relations from time to time. But, we know that he will disagree from a posture of integrity. No one can ask more from any man.

"While we respect the right of each and every member of the Teamsters to vote his conscience, and we urge him to do so, we also urge our membership and its families to seriously consider the candidacy of Vice President Humphrey."



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### Time For Tax Reform Is Now



*The International Teamster has an average monthly circulation of 1,666,230 and an estimated readership of 4,200,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.*

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# From The



# FIELD

## Brains and Boxing Occupy Teamster Son

Patrick C. Doyle, a member of Teamster Local 25 in Boston, Mass., is very proud of his son, Paul, who has been busy in the boxing ring and the academic classroom.

Young Doyle planned to become a professional boxer upon graduation from Rutgers University last June, but now is in an army officer training school as he begins a 28-month hitch in the service.

The 21-year-old Doyle has fought 36 amateur fights and won several titles through the years, including a New England heavyweight crown, while posting a record of 34 victories. He had 22 knock-outs. His losses were split decisions.

The youngster plans ultimately to go into social work where he can combine his knowledge of boxing and college training.

## Teamsters Help Give Outing for Blind

Members of Teamster Local 633 in Manchester, N.H., joined with representatives of local service clubs to give a "day at the beach" for 33 blind girls from nearby Bedford.

The Teamsters donated funds for the trip to Hampton Beach and participated in the event by serving sandwiches and drinks and helping the youngsters aged 6 to 17 to walk through the surf and build sand castles.

## Club for Retirees Formed at Local 299

Teamster Local 299 in Detroit, Mich., recently achieved one of its major program goals with the formation of the Teamster Local 299 Retirees Club.

Among other activities, the Teamster retirees will add their years of experience and know-how to such tasks as helping to alert members to the need for registering to vote through distribution of bumper stickers.

Local 299 is home base for General President James R. Hoffa and General Vice President Frank E. Fitzsimmons.

## City Commissioner Post Won by Local 26 Member

Howard Poland, a member of Teamster Local 26 in Danville, Ill., recently won an election in Sullivan, Ill., as city commissioner to complete the unexpired term of his late brother, George.

Noting that he had been a member of the Teamsters Union for several years, Poland said imme-

diately after his election: "I intend to set up a system for the city employees so that a man with skill and seniority gets better pay and recognition than a man just coming on the job."

## Boston Teamsters Prominent in VFW

Three members of Teamster Local 25 in Boston, Mass., are officers in the Somerville post of the Veterans of Foreign Wars.

James Jarosewicz is the commander, John Gavin, senior vice commander, and Mickey Moroney is the chaplain.

## Buffalo Member Invents Snugger, Load-Ejector

Milan Boyanich, a member of Teamster Local 375 in Buffalo, N.Y., has invented a device to help ease the work of the delivery man who has to lug heavy cartons and products.

The device is a foot-operated load-ejector built around a gear and rack principle. Boyanich, a veteran of years' of back-breaking work with hand trucks, claims the ejector can save not only muscle but also man hours of work and floor space.

Plans are underway for establishing manufacturing and distribution rights for the Teamster's invention.

## Minneapolis Officer Retiring from Post

Harold Clements, secretary-treasurer of Teamster Local 289 in Minneapolis, Minn., has retired.

Clements, who is also president of the Minneapolis Teamster Building Assn., has been in the movement since the local union was formed back in the early 1930's.

He became a business agent of his union in 1946 and the next year was named president, a post he held until 1965 when he became secretary-treasurer.

## Baltimore Officer Dies After Illness

Gerald G. Gibson, who served as secretary-treasurer of Teamster Local 303 for 13 years and worked as an organizer for Teamster Local 311 in Baltimore, Md., for the past 3 years, died recently after a brief illness.

Gibson was a charter member of the old Local 303 which was founded in 1952. He was the union's chief executive officer until it merged with Local 31, in 1965.



## Message of the General Vice President

# **A Story To Remember**



I was thinking the other day how two words—Teamsters Union—tell an amazing story all by themselves.

The word Teamsters describes our jurisdiction and outlines the scope of those who have joined together in a Union.

From an aimless band of workers exploited by employers in the late 1920's and the early 1930's, we have worked together until we now stand 1.9 million strong, with the best working wages and working conditions of any group of workers in the world.

Through the union, we have fought the struggle of the rank-and-file, drawing upon the experience of our leaders, adapting our techniques at the bargaining table to changing conditions, and always striving to perpetuate that old truth, that what we cannot accomplish as individuals, we can accomplish together.

Today, there are those who understand the reasons for our success as well as we do. They know that as long as we are working in unity, our combination is unbeatable.

They know the only way the Teamsters Union can be defeated at the bargaining table, or in any other endeavor, is to break down the meaning of those two important words—Teamsters Union.

If, as we gain a measure of affluence, we begin to forget that we are working men and women whose organization began by rallying around those who drove teams, our strength becomes a weakness. If we forget that what we have accomplished has been brought about through our unified efforts, those who would destroy us, have shattered our armor.

Under the sophisticated title of a watchdog committee, often urged on by lawyers seeking gains for themselves, some of our own members join in the insidious scheme to weaken the organization which is the bread and butter of 1.9 million members and their families.

They are the ones who never negotiated a contract, but know your business and the company's better than you do. They never conducted a meet-

ing, but would have you believe they wrote Robert's Rules of Order. They never settled a grievance, but almost need a private business agent to keep them on the job.

They never worried many sleepless nights how to settle a strike with honor, but continually urge others to walk off their jobs in violation of a contract.

They continually sow the seeds of disunity, but tell all they are the best union men in the hall. And when others are working to settle problems, they seek recruits to their rabble-rousing tactics.

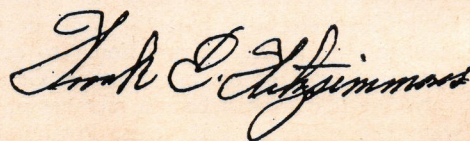
While they ply their trade of divide and conquer, those who have risen through the ranks to positions of leadership fight back with the only weapon they know—that of negotiating the best contracts and policing them day by day to insure that they are meaningful documents.

We in the Teamsters Union have won our victories and have suffered our defeats, but through it all the ultimate aim has always been the same—economic justice for our members through unity.

We are told today that the country is divided. If that be true, then our fabric of strength through unity in the Teamsters Union is most important today. We must demonstrate to all that the way to overcome our problems is by working together; by placing our faith in those who have proved their ability to get the tough job done; and by discouraging those who peddle the seeds of divide and conquer, and claim simple solutions to complex problems.

The words "Teamsters Union" tell the story of our early struggles, our defeats and our victories, and our present strength to meet future challenges.

If we forget that story, the self-seeking among us will create a weakness and will destroy everything that 1.9 million hard working Americans have worked long and hard years to build.





## STATE OF THE UNION

### In Detroit

# Fitzsimmons Testimonial Raises Funds for Medical Research

AN OVERFLOW crowd of more than 1400 persons attended a testimonial dinner for Teamster General Vice President Frank E. Fitzsimmons in Detroit late last month.

Proceeds from the dinner went to finance the construction of a wing of

the state hospital in Pontiac, Michigan, where important research will be carried out in the area of organ transplants on animals.

To be known as the Frank E. Fitzsimmons building, it will include an operating suite for organ transplants,

especially hearts and kidneys, and a biochemistry laboratory.

At the conclusion of the testimonial dinner, Fitzsimmons presented a check for \$100,000 to Dr. Donald Dawson, director of the medical-surgical division of the state hospital and executive

A partial view of the more than 1400 friends, associates and admirers who attended the Frank E. Fitzsimmons testimonial dinner in Detroit last month. Proceeds from the

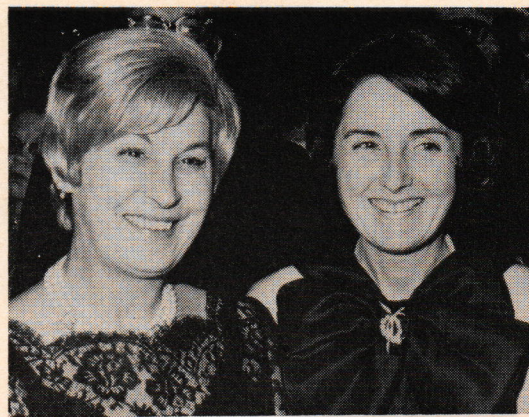
dinner will finance construction of a research wing at the Michigan State Hospital at Pontiac, Michigan.







The guest of honor and Detroit Mayor Jerome P. Cavanagh enjoy a lighter moment during the proceedings.



Teamster First Ladies, Josephine Hoffa (left), wife of General President James R. Hoffa; and Patricia Fitzsimmons, wife of General Vice President Frank E. Fitzsimmons.



Dinner Host Joe Bane, president of Local 614 in Pontiac, welcomes the guests.



Dr. Donald Dawson explains the type of work he will carry on in the Frank E. Fitzsimmons wing at the State Hospital.



IBT Vice President Dominick Calabrese smiles his approval of the honor being paid General Vice President Fitzsimmons.

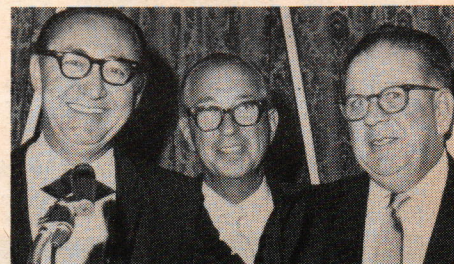


IBT Vice Presidents Harold Gibbons and William Presser converse at the head table during testimonial dinner.

Congressman John Conyers and Roland McMaster, administrative assistant to Fitzsimmons, were on hand to honor the boss.

Richard Fitzsimmons (right) and Joe Bane display painting of the guest of honor which will be displayed in the Fitzsimmons hospital wing.

UAW Secretary-Treasurer Emil Mazey, and Master of Ceremonies IBT Vice President Robert Holmes join Fitzsimmons to greet dinner guests.



director of the laboratories.

Dignitaries from government, industry, from many Teamster affiliates, and other segments of organized labor were on hand to honor Fitzsimmons.

Host for the dinner was Joe Bane, president of Pontiac Teamster Local 614.

Fitzsimmons called it a great "honor" to be associated with such a worthwhile endeavor, and said that he was "proud that a testimonial dinner in my honor should take the form of raising funds for such a worthwhile project."

Fitzsimmons declared that he and his colleagues in the Teamsters did not come to the occasion as strangers

in the field of health services.

The Teamster general vice president reviewed the role played by Teamster officials in providing meaningful medical care for the membership through negotiated health and welfare plans.

He talked of such innovations in health care as the Labor Health Institute in St. Louis, the Mobile Health Units which take health care to members on the job at California canneries, and of the study of medical care for members undertaken by New York Joint Council No. 16.

Fitzsimmons called Teamster work in the health care field an obligation of union officials who must work to

provide benefits in the total environment of Teamster members.

Richard Fitzsimmons, son of the general vice president, presented his father with two portrait paintings, one to be hung in the new hospital wing in honor of its namesake, and the other "for Dad to hang in his den," the younger Fitzsimmons said.

Many of the head-table dignitaries, including Detroit Mayor Jerome Cavanagh and UAW Secretary-Treasurer Emil Mazey, commented that the occasion was a fitting tribute to the guest of honor, who has been a figure in serving the welfare of man in Detroit for more than 35 years.



## 25,000 Canadians Gain

# Ontario Freight-Maintenance Pact Won After Non-Stop Negotiations

Some 25,000 Canadian Teamsters won extensive gains in a new Ontario General Freight and Maintenance Agreement negotiated in non-stop talks that began last June and continued through mid-August with ratification coming a month before the old contract expired at the end of September.

Ray Taggart, president of Teamster Local 879 in Hamilton, Ontario, and chairman of the freight negotiating committee, described the contract as "the best ever negotiated in the Province of Ontario by our union." The agreement contains very substantial wage and fringe benefit gains over the next 3 years.

Covered by the settlement are about 10,000 over-the-road and city drivers and warehousemen, along with some 15,000 maintenance men. They are members of Teamster Locals 91 in Kingston, 141 in London, 879 in Hamilton, 880 in Windsor, and 938 in Toronto—all in the Province of Ontario.

### Fringes

The employer group in the negotiations was represented by the Motor Transport Industrial Relations Bureau of Ontario.

Besides the wage gains, there were substantial improvements in employer health and welfare contributions to cover Ontario Hospital Services Commission premiums.

A cost-of-living allowance was established for the first time, with any gains to be channeled into the Teamsters and Motor Transport Industrial Relations Bureau Pension Fund.

Vacation schedules were improved to a maximum of 4 weeks after 15 years on the job.

Mileage rate increases were negotiated, and, in addition, said Taggart, the companies have guaranteed wage parity with the Central States within

the term of the next Ontario Freight and Maintenance Agreement.

Significant improvements in the grievance procedure were made, providing that stewards will be paid for all time spent in the processing of grievances. Further language will make the Joint Grievance Boards more effective than in the past.

The daily call-in guarantee was increased from 6 to 8 hours and all overtime work will be on a voluntary basis under the new contract.

### Appreciation

Taggart accepted the responsibility of reaching a settlement with the full backing of Teamster General Vice President Frank E. Fitzsimmons, who had pledged the full support of the

International Union. Fitzsimmons praised Taggart's work in reaching the settlement. IBT Vice President Robert Holmes, of Detroit, assisted in the negotiations.

The union negotiating committee was comprised of 35 members and the policy committee was made up of: Taggart; Joe Contardi, vice president of Local 879, chairman of the maintenance negotiating committee; Dave Elliott, president of Local 880; Garfield Beaudry, president of Local 91; J. McCafferty and J. P. Murray, president and secretary-treasurer respectively of Local 141; L. Merritt and Charles Thibault, president and vice president respectively of Local 938.



Signing a memo of settlement on the Ontario General Freight and Maintenance Agreement as union negotiators look on are (seated left and right) Ray Taggart, chairman of the union freight negotiating committee, and Jack Donaldson, manager of the Motor Transport Industrial Relations Bureau which represented the employers. Standing (left to right) are: Dave Elliott of Local 880; Garfield Beaudry of Local 91; Charles Thibault of Local 938; Joe Contardi of Local 879 and chairman of the maintenance negotiating committee, and Ray Elliott of Local 141.



**Record Settlement**

## Crozet Morton Workers OK Pact By 7-to-1 in Mail Referendum

In a mail referendum conducted by the Eastern Conference of Teamsters, the 1,200 employees of the Morton's Frozen Foods plant at Crozet, Va., voted 7-to-1 to approve a new 3-year contract providing for the best settlement ever won at the plant which is a division of the Continental Baking Co.

The new agreement guaranteed substantial wage increases for each of the 3 years with an immediate hike retroactive to last March. Other major gains included an additional holiday, improved health and welfare coverage, and reclassification and upgrading of jobs.

Playing prominent roles in the negotiations were Earl Perkins, president of Teamster Local 29 which has the Morton workers; James Arrington, Local 29 business representative; Richard Newland, president of Teamster Local 171 in Roanoke, Va., and John P. Hartigan, representative of

the Eastern Conference of Teamsters.

Assistance in the negotiations also was provided by the Eastern Conference of Teamsters under the direction of the chairman, International Vice President Thomas E. Flynn.

### Automotive Campaign By Local 917

Teamster Local 917 of New York City has been successful in the opening stages of a campaign to sign up all non-union automotive employees on Long Island.

Jack Kinzie, recording secretary of Local 917, said the employees at the automotive shops of 2 construction companies in Suffolk county have already gone Teamster. The firms are Republic Sand & Gravel and Lizza



Contributing to the negotiation of a new agreement covering 1,200 Teamsters employed at Morton's Frozen Foods in Crozet, Va., were (left to right, standing): John P. Hartigan, Eastern Conference of Teamsters representative; Earl Perkins, president of Local 29; James Arrington, Local 29 business representative; Richard Newland, president of Local 171. Seated is IBT Vice President Thomas E. Flynn, director of the Eastern Conference of Teamsters.

& Sons, Inc., the latter being the largest contracting company on Long Island.

Negotiations headed up by Kinzie with the aid of Henry Holezwak and Ed Probst have resulted in contracts providing for very substantial wage gains, a dozen holidays, pension and health and welfare fund contributions by the employers, hospitalization, dental and optical benefits and other fringes.

### ● In Buffalo

Cab drivers and garagemen employed by Van Dyke Taxi & Transfer, Inc., of Buffalo, N.Y., voted for representation by Teamster Local 558 in a recent ballot conducted by the National Labor Relations Board.

Theodore E. Graczyk, secretary-treasurer of Local 558, said there were 218 employees eligible to ballot. The tally was 94 to 84 in favor of the union.

Graczyk said the organizing drive was conducted under the leadership of Robert A. Smith, president of Teamster Joint Council 46 in Buffalo.

### ● Newark Win

Employees of Brenner Desk Co., of Newark, N.J., a firm dealing in office furniture, voted nearly unanimously in a recent National Labor Relations Board election for representation by Teamster Local 867.

William Ciser, secretary-treasurer of Local 867, said truck drivers, warehousemen, mechanics, and wood finishers voted 11 to 2 in favor of the union.

### Big Win Posted in No. Carolina

An important organizing victory was achieved by the Teamsters in North Carolina last month when a vast majority of some 200 employees of the Standard Trucking Co., in Charlotte voted for the union in a National Labor Relations Board election.

W. C. Barbee, president of Teamster Local 71, said the common carrier's 202 road drivers, city and peddle drivers, switchers, dockmen, dispatchers and maintenance employees voted 133 to 51 for the union.



**Central Pennsylvania**

## Joint Area Grievance Committee Celebrates 10th Anniversary Meet

General Vice President Frank E. Fitzsimmons participated in the recent observance of the Central Pennsylvania Joint Area Grievance Committee's 10th anniversary at its annual meeting in Ocean City, Md.

More than 80 persons were on hand for the occasion including officers and business agents of Teamsters Local Union 229 in Scranton, 401 in Wilkes-Barre, 429 in Reading, 430 in York, 764 in Milton, 771 in Lancaster, 773 in Allentown, and 776 in Harrisburg, representatives from Philadelphia Teamsters Joint Council 53, the Eastern Conference of Teamsters, and management and industrial relations officials of trucking companies operating in Central Pennsylvania.

A highlight of the meeting was the unveiling of a committee banner por-

traying the joined hands of labor and management on a trailer body to symbolize the continuing joint efforts of the Teamsters and trucking employers in striving for effective, mature management-labor relations and just and reasonable settlement of all differences and grievances.

Fitzsimmons acknowledged the progress and achievements of the committee in his remarks which were confirmed by Raymond F. Beagle, Trucking Employers, Inc., administrator.

The Central Pennsylvania Joint Area Grievance Committee was established in 1958 as the Union-Management Grievance Committee to hear and decide all questions pertaining to the application of the provisions of the

governing wage agreements and all grievances not resolved by the local level grievance committees.

### ● Plywood

Drivers and warehousemen employed by Plywood, Inc., of Milwaukee, Wis., recently voted unanimously for representation by Teamster Local 200 in a National Labor Relations Board election, according to Frank Ranney, secretary-treasurer of the local union.

### ● White Collar

Office and clerical workers employed by Quinn Freight Lines, Inc., in Brockton, Mass., recently voted 13 to 5 in a National Labor Relations Board election in favor of representation by Teamster Local 653, according to Henry G. Gross, secretary-treasurer of the local union.

### New Contract Gained At Union Steel

Newly-organized Teamsters employed at Union Steel Co., in Albion, Mich., have ratified by a 49-to-1 ratio their first Teamster contract providing substantial wage increases for the nearly 600 workers employed by the manufacturer of small wire products.

James McCann, secretary-treasurer of Teamster Local 164 in Jackson, Mich., said a ratification meeting on the contract proposal resulted in approval of the agreement by a vote of 550 to 10. Only 2 months before, the Union Steel workers voted Teamster in a National Labor Relations Board election by a score of 464 to 34 as they dumped their old, ineffective union which had been certified for 30 years.

McCann said that the new members, during the ratification meeting, expressed the opinion it was the largest package increase they had ever gained in one contract.

Special credit was extended by McCann to the 6-man negotiating committee composed of the following plant workers: Bill Linscott, Willard Keifer, Dave Collins, Jim Patrick, Oscar Thacker and George Beckstein. Also aiding in negotiations was Marty Hands of Local 164.



General Vice President Frank E. Fitzsimmons is shown with Raymond F. Beagle, administrator for Trucking Employers, Inc., on the occasion of the 10th anniversary of the Central Pennsylvania Joint Area Grievance Committee. The banner, symbolizing union-management joint efforts, was unveiled at the meeting.



## Fitzsimmons Speaks

# Baltimore Joint Council Holds 1st Annual Seminar



General Vice President Frank E. Fitzsimmons is shown with Paul B. Reynolds, president of Teamster Joint Council 62, as they attended a banquet in conjunction with the council's first annual seminar attended by 150 delegates and guests.

Some 150 delegates and guests took part in Teamster Joint Council 62's first annual seminar held recently at Ocean City, Md., where Teamster Local 876 of Salisbury, Md., acted as the official host.

Paul B. Reynolds, president of the Baltimore-based council, chaired the

3-day meeting which was highlighted by an address from General Vice President Frank E. Fitzsimmons.

Fitzsimmons stressed the importance of new organization and reminded the delegates that there is nothing more pressing in terms of responsibility of Teamster leaders than the proper representation of the membership.

Among the speakers for the seminar meetings were: Robert F. Flynn, executive assistant to Thomas E. Flynn, International Vice President and director of the Eastern Conference of Teamsters; Walter Shea, administrative aide to the General Vice President; John J. Greeley, director of the National Warehouse Division of the IBT, and Albert Evans of Baltimore, general organizer.

Attending the session briefly as guests were Maryland officials Francis B. Burch, attorney general, and Louis L. Goldstein, comptroller.

## Ruling Won By Local 146 In Colorado

Teamster Local 146 of Colorado Springs, Colo., came out on top recently in a National Labor Relations Board ruling involving unfair labor practice charges against a company that engaged in anti-union activities.

Modifying the trial examiner, the Board ruled that Merritt Packing & Crating Service, Inc., and Western Moving & Storage, Inc., unlawfully threatened employees with various restrictions and then implemented them because of their activities on behalf of Local 146. Furthermore, the company created the impression of surveillance and interrogated at least one employee.

The unfair practices were committed after Local 146 inaugurated an organizing campaign at the company.

The company was ordered by the Board to cease the unlawful conduct and make whole employees for any loss of pay suffered by loss of hours or overtime.

## Heart Attack Fatal for H. P. Dillon

H. P. Dillon, Jr., president of Teamster Local 505 in Huntington, W.Va., and a member of the union for more than 30 years, died recently after suffering a heart attack.

Besides his local union duties, Dillon also served as vice president of



H. P. Dillon, Jr.

Teamster Joint Council 84 and as vice president of the Kentucky-West Virginia Conference of Teamsters.

He became a member of Local 505 in 1937 and was elected president 10 years later, serving in that post until his death. He was a native of West Virginia.

## • Chauffeurs

Several hundred chauffeurs employed in a score of cooperage firms in New York City recently received substantial wage increases in a new 3-year contract negotiated by Teamster Local 813.

Bernard Adelstein, Local 813 secretary-treasurer, said the contract also provides for increased employer contributions to the union's pension plan, insurance and severance funds; an additional holiday; an improved vacation schedule, and a strengthening of the job protection clause.

## One in Four Go Teamster During July

One of every 4 workers voting for union representation for the first time decided to go Teamster during last July, according to statistics from the National Labor Relations Board.

Figures show that a total of 12,814 voted in units won in single-union ballots conducted by the NLRB. Of the total, some 3,095—or 24.2 per cent—elected to be represented by Teamsters Union affiliates.

Teamsters were on 179 of the total 626 single-union election ballots—nearly 29 per cent—and won 95 of the 325 victories scored by all unions for a mark of better than 29 per cent.



**Bill Griffin**

## Head of Miscellaneous Division Retiring After Lengthy Service

William M. Griffin, long-time general organizer and director of the Teamsters Union National Miscellaneous Trades Conference, retired



Bill Griffin

from his job effective October 1st to conclude a lengthy career in the union.

Griffin, now 63 years old, headed the Miscellaneous Division from 1948 to the present with his offices at the International Union headquarters in Washington, D.C., since 1954.

Griffin's union career began in 1930 when he drove a butter truck sales route as a member of Teamster Local 353 in Seattle, Wash. Six years later he became an organizer for the local union. He later served as vice president of the King County Central Labor Council, and finally as secretary-treasurer of the Miscellaneous Trades Division and also the Beverage Division of the Western Conference of Teamsters.

He is proud that he never lost a union election.

One of Griffin's duties through the years has been to take the role of reading clerk for the International Union conventions since 1947.

A native of New Mexico, Griffin's family moved to Seattle in 1908. His

father managed a laundry firm owned entirely by unions and Dave Beck, later destined to become IBT General President, was one of the drivers for the company.

It was upon Beck's recommendation that Griffin was given his first organizing job for Local 353. In the more than 30 years of union representation since, Griffin has found himself facing more unique situations—by virtue of his Miscellaneous Division duties—than possibly any other Teamster official around.

### Archeologists

Griffin and his wife, Maryalice, have two grown daughters, and plan to devote the next couple of years working as archeologists at the site of Pompeii. Griffin became interested in this area of Roman history when he made a tour of Italy in 1954 as a Teamster representative being hosted by the Italian Truck Drivers Union.

## 6-Month Strike At Chevron A Winner

Job security and other much-desired items in an initial contract were finally gained by members of Teamster Local 866 after a strike of more than 6 months' duration at the Chevron Oil Co., plant in Perth Amboy, N.J.

Andrew Contaldi, secretary-treasurer of Local 866, said that in addition to resolving all the areas of dispute and gaining substantial wage increases, the new Teamsters at Chevron "will for the first time enjoy strict seniority protection and have the benefit of referring grievances to an arbitrator."

The strike was precipitated by a below-par final offer of Chevron which ignored basic employee job security, and wages and working conditions such as the work-week length, premium pay, seniority, and contracting of work limitations. "The company proposal," said Contaldi, "would have allowed the Chevron management unlimited flexibility without recourse."

## Candy Strikers



Among the attractive office workers of McDonald Candy Co., who went on strike to win a contract giving them substantial gains were Ruth Uken (left) and Beverly Schmidt of Teamster Local 324 in Salem, Ore. They work in the Albany, Ore., office. Members of Teamster Locals 689 of Coos Bay, Ore., and 962 of Medford, Ore., also are parties to the agreement—first since the McDonald clerical workers went Teamster in a National Labor Relations Board representation election.



## Ohio Outing

# 115,000 Teamsters and Friends Jam Park for Labor Day Picnic



This is only a partial view of the huge throng that took part in the 6th annual Labor Day Picnic sponsored by Teamster Joint Council 41, Ohio DRIVE and Ohio DRIVE Ladies Auxiliary. Some 115,000 Teamsters and friends jammed Geauga Lake Park.

An estimated 115,000 Teamsters Union members and their families and friends jammed Geauga Lake Park on the 6th Annual Labor Day Picnic sponsored by Teamster Joint Council 41 of Cleveland, Ohio DRIVE, and the Ohio DRIVE Ladies Auxiliary.

It was considered the largest gathering of union members on an outing in the United States that day.

### Teamwork

William Presser, International Vice President and also president of Teamster Joint Council 41, attributed the success of the affair to the fine cooperation of the officers, business agents and stewards of every local union affiliated with the council. Presser said:

"Where there is teamwork, there must be success! In every effort we undertake to benefit our Teamster membership—the DRIVE program to protect our members from anti-union laws that would destroy labor unions,

the Teamster blood bank, and so on—all of our programs are successful because our officers and business agents work together with the help of the rank-and-file to serve the entire Teamster family."

### The Dignitaries

Mrs. Faye Presser was chairman of the picnic committee which arranged food and drink, games and amusement rides, for old and young.

The gathering was all the more remarkable in view of the numbers of office holders and candidates for public office who took up the Teamster "invitation" to join with the membership. Dozens of judges, mayors, and state house and senate members and candidates were on hand.

Both U.S. Senate candidates were there—John Gilligan, Democrat, and William Saxbe, Republican—and also in attendance was Carl Stokes, mayor of Cleveland. Also appearing to take advantage of "grass roots" campaign-

ing were U.S. Reps. Charles Vanik and Michael Feighan, Democrats, and Frances Bolton, Republican.

### ● Driver Win

Over-the-road and local drivers employed by Camel Mfg., Co., in Knoxville, Tenn., recently voted nearly unanimously for representation by Teamster Local 519 in a National Labor Relations Board election.

George R. Clapp, Local 519 secretary-treasurer, said there were 19 drivers eligible to cast ballots. The vote was 11 to 1 in favor of the union.

### ● Boat Firm

By a better than 2-to-1 majority, employees of the Egg Harbor Boat Co., located in Egg Harbor City, N.J., recently voted for representation by Teamster Local 158 of Philadelphia, Pa., in a National Labor Relations Board election.

Jack Miller, secretary-treasurer of Local 158, said 201 employees were eligible to ballot. The tally was 108 to 51 in favor of the local union.

### Legionaire

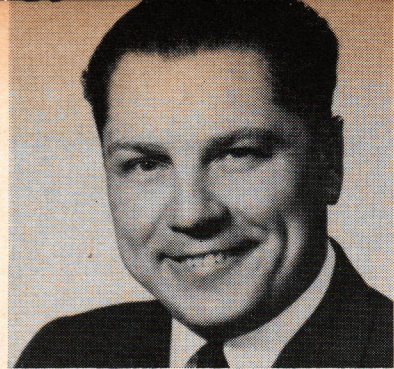
Clifford W. Voss, a member of Teamster Local 690 in Spokane, Wash., is the new district commander of the 21 American Legion posts in the 8th district. Voss has been a Teamster since 1949.





# Applications Due For Hoffa Scholarships

James  
R.  
Hoffa



## ● DESCRIPTION:

The James R. Hoffa Scholarship Fund provides eight scholarships, two per Area Conference, to the sons and daughters of Teamster members, for use in pursuing an undergraduate degree at an accredited college or university of the recipient's choice. Each scholarship is for a period of four years at the rate of \$1,500 per year, totaling \$6,000 per student. Recipients are selected on the basis of scholastic achievement, personal qualifications, and need by a committee of people experienced in the field of upper education.

## ● ELIGIBILITY:

Applicants to the current program must be graduating from high school during the 1968-69 academic year. They must also be the son or daughter of a Teamster member who has not been suspended from membership in his Local Union for at least one year prior to November 30, 1968. Sons and daughters of retired and deceased members are also eligible to apply provided that the surviving spouse has not remarried. Individuals who have a Teamster member as a legal guardian may apply; however, legal proof of financial dependency must be sworn to on the application. High school students who are affiliated with the Union, but whose parents are not, are ineligible to apply. Dependents of International and subordinate organization officers and employees are not eligible to apply. Also, the sons and daughters of members, who are on withdrawal but who have not retired, are ineligible.

## ● APPLICATION PROCEDURE:

Application forms for the James R. Hoffa Scholarship Fund may be obtained directly from the Fund or at any Local Union, Joint Council or Conference office as well as the International itself. The applicant is to complete all questions relevant to himself and his family and then submit the application to the Local Union to which his parent belongs. (If both parents belong to the International Brotherhood of Teamsters, ONLY one application is to be submitted.) The Secretary-Treasurer of the parent's Local is to sign and seal the application to certify that the parent has been a member in good standing for one year prior to November 30, 1968, or one year prior to the member's death or retirement. When completed it is to be forwarded directly to the Scholarship Fund at the address shown on the fourth page of the application. Applications from eligible individuals will be acknowledged within one week of receipt.

Each applicant must register for the Scholastic Aptitude Test administered by Educational Testing Service. This is the *only* test which is required by the Scholarship Fund and no other test may be substituted. If the applicant should take other tests to fulfill admission requirements to the college of his choice, he may have his scores for-

warded as supplemental information for consideration by the Scholarship Selection Committee. All applicants are required to take the Scholastic Aptitude Test during their senior year in high school, but not later than the January 11, 1969 test date. Scores obtained during the applicant's junior year are not acceptable. Scores are to be reported directly to the James R. Hoffa Scholarship Fund by the College Entrance Examination Board. No scores will be accepted from the applicants or their schools. Registration forms and information bulletins covering the Scholastic Aptitude Test are supplied by the James R. Hoffa Scholarship Fund. (Please note that these registration forms already have the James R. Hoffa Scholarship Fund code R-0518 listed in Question 10. Failure to include this information would mean that your test scores would not be sent to the Fund.)

If the applicant has registered to take the Scholastic Aptitude Test prior to applying for a James R. Hoffa Scholarship, he should complete the Transcript Request Form found on page 29 of the **Bulletin of Information**. The College Entrance Examination Board will forward all Scholastic Aptitude Test scores within two to three weeks after a test administration date or the receipt of an additional score report request form. Each individual is expected to make application to an accredited college or university of his choice. (Accreditation may be determined from the book **Accredited Institutions of Higher Education** published by the American Council on Education.) Copies of this book are available at most high schools.

Should the Scholarship Fund fail to receive the applicant's Scholastic Aptitude Test scores from the College Entrance Examination Board by February 28, 1969, the applicant will automatically be dropped from further consideration. There will be no exception to this rule. Receipt of scores will be acknowledged; however, it is the applicant's responsibility to be sure that they are forwarded to the Fund on time.

## ● CANADIAN STUDENTS:

Due to the different admission requirements among the Canadian colleges and universities, Canadian students may apply for a James R. Hoffa Scholarship during their twelfth or thirteenth year depending on the school which they plan to attend. However, no student may apply during both years. If a student plans to attend a school which requires senior matriculation as an admission requirement, he is to apply during his thirteenth year and not his twelfth. All Canadian applicants must meet the same requirements outlined in the rules and regulations for United States applicants. Scholastic Aptitude Tests are administered in principal cities throughout Canada. Information on these tests may be obtained from the James R. Hoffa Scholarship Fund at the Washington, D. C. address. Scholarships may be used at any Canadian college or university which has membership in the Association of Universities and Colleges in Canada. The names of these schools are published in the Association's handbook.



## ● **EARLY ADMISSION STUDENTS:**

Any student who plans to enter college before completing high school will be considered on an equal basis with other applicants. He should refer to the special section on the application which requires the submission of two letters:

- 1) A letter from a college or university which states he is under consideration as an early admissions student.
- 2) A letter from his high school principal attesting to his maturity to carry college work without completing high school.

## ● **FINALISTS:**

During March, 1969, 200 finalists (50 from each Area Conference) will be selected. All non-finalists will be notified of their status at this time in order that they may make other arrangements. Each finalist will be responsible for the completion of several additional forms which will be sent to him when he is notified of his selection.

## ● **REGULATIONS GOVERNING THE USE OF THE JAMES R. HOFFA SCHOLARSHIPS**

Recipients must attend a college accredited by the Federation of Regional Accrediting Commissions of Higher Education. These institutions are listed in **Accredited Institutions of Higher Education**, published by the American Council on Education. Information on the status of a school may be obtained by the applicants from the institution itself, from their high school guidance counselors or from the James R. Hoffa Scholarship Fund.

Recipients may accept up to \$1,000 per year in other college scholarship assistance. (Finalists are required to notify the Fund of any other financial assistance which they have accepted.) The James R. Hoffa Scholarship Fund is to be notified of any change of schools, change in course of study or change in scholarship assistance. It is necessary that the recipient's Teamster parent not be suspended from membership in his Local Union. Suspension from membership for non-payment of dues or otherwise will require the recipient to forfeit his scholarship.

If the recipient is unable to attend college due to a medically certified illness, the scholarship will be held in abeyance for not more than one year. If schooling is interrupted by military service, scholarships will normally be held in abeyance for not more than two years, unless the military service is of such a nature as to warrant special consideration beyond that time. When returning from military service the Scholarship holder must notify the Fund and apply for re-admission to college within 90 days and return to school within six months thereafter. Scholarship funds will be deposited periodically with the college or university attended by the student. The funds may be used for any legitimate school expense; however, they are to be drawn on in the following sequence: tuition and related expenses; room; board; books; and miscellaneous expenses. An itemized statement of expenses incurred must be sub-

mitted to the Hoffa Scholarship Fund each 60 days after the student's matriculation until the funds are exhausted.

The scholarship will be extended from semester to semester (or quarter to quarter) provided that the recipient maintains an academic average consistent with the scholarship requirements of the institution attended. If the school has not established minimum academic requirements for scholarship holders, the recipient must maintain an average of B (or 3.00 on a scale of 4.00).

**FAILURE TO COMPLY WITH ANY PROVISION OF THE RULES AND REGULATIONS WILL RESULT IN AUTOMATIC DISQUALIFICATION.**

## **1968-1969**

### **JAMES R. HOFFA SCHOLARSHIP PROGRAM CALENDAR**

**(It is the responsibility of each applicant to meet the deadlines listed in this calendar)**

- |                     |   |
|---------------------|---|
| <b>SEPTEMBER:</b>   | Applications will be available from the International Brotherhood of Teamsters or the Local Union, Joint Council and Area Conference offices.   |
| <b>OCTOBER 19:</b>  | Last registration day without \$3.00 penalty for November 2 Scholastic Aptitude Test.   |
| <b>NOVEMBER 2:</b>  | Scholastic Aptitude Test  |
| <b>NOVEMBER 16:</b> | Last registration day without \$3.00 penalty for the December 7 Scholastic Aptitude Test.   |
| <b>NOVEMBER 30:</b> | Deadline for the submission of applications to the James R. Hoffa Scholarship Fund for the 1968-69 Program.   |
| <b>DECEMBER 7:</b>  | Scholastic Aptitude Test.   |
| <b>DECEMBER 21:</b> | Last registration day without \$3.00 penalty for the January 11, 1969 Scholastic Aptitude Test. (Grades for later test dates cannot be processed in time for consideration by the Scholarship Selection Committee.) |
| <b>JANUARY 11:</b>  | LAST Scholastic Aptitude Test which James R. Hoffa Scholarship Fund Applicants may take.  |
| <b>FEBRUARY 28:</b> | Last day which Scholastic Aptitude Test scores will be accepted from the College Entrance Examination Board.  |
| <b>MARCH:</b>       | Finalists notified.   |
| <b>MAY 1:</b>       | Additional forms due from finalists, their high schools and their parent's Local Union.   |
| <b>MAY 2:</b>       | Recipients notified.  |



**APPLICATION**  
**JAMES R. HOFFA SCHOLARSHIP FUND**  
**INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,**  
**WAREHOUSEMEN AND HELPERS OF AMERICA**  
**1968-1969 PROGRAM**

*To be mailed on or before November 30, 1968*

APPLICANT TO COMPLETE ITEMS 1-32.

**A. APPLICANT**

1. Name \_\_\_\_\_  
LAST

\_\_\_\_\_  
FIRST  
(Use your given name, not a nickname)

\_\_\_\_\_  
MIDDLE INITIAL

2. Address \_\_\_\_\_  
STREET

\_\_\_\_\_  
CITY & STATE

\_\_\_\_\_  
ZIP CODE

3. Date of Birth \_\_\_\_\_  
month day year

4. Sex: M \_\_\_\_\_ F \_\_\_\_\_

**B. SCHOOLING**

5. Name and address of high school which you are attending:

Name \_\_\_\_\_

Address \_\_\_\_\_

6. List in chronological order any other high schools attended during last four years.  
Give the name of the school, its address and your dates of attendance:

\_\_\_\_\_  
\_\_\_\_\_

7. Expected date of High School graduation \_\_\_\_\_ 1969  
month day

8. Early Admission Students:

☐ Check here if you are entering college in 1969 without completing high school. All early admissions students are required to attach the following to this application:

1. A letter (may be a photostatic copy) from a college or university showing that you are under consideration as an early admissions student.
2. A letter from your high school principal attesting to your ability to carry college work without completing high school.

9. Canadian Students: In 1969 I will complete (check one):

☐ Junior Matriculation

☐ Senior Matriculation

Note: Do not apply in your 12th year if you plan to take Senior Matriculation. You may apply for a James R. Hoffa Scholarship only once.

STUDENT NUMBER FORMS MAILED							
DO NOT WRITE IN THIS SPACE							

Print your Last Name, First Name, Middle Initial and Address on the lines provided. Place only one letter or punctuation mark in each space. Abbreviate if necessary. If both your parents belong to the Teamsters, submit only one application.



10. What field of study do you plan to pursue in college? \_\_\_\_\_
11. What colleges are you applying to? \_\_\_\_\_
12. Do you plan to go to graduate or professional school after college? \_\_\_\_\_
13. What, if any, are your vocational plans? \_\_\_\_\_
14. List any distinctions or honors you have won, scholastic or otherwise: \_\_\_\_\_

### C. ACTIVITIES AND INTERESTS

15. Please list up to four of your extracurricular and community activities (excluding jobs) *IN ORDER OF THEIR INTEREST TO YOU*. (Examples: Student Government, Athletics, Band or Choir, Church and Honorary groups, and school clubs).

Activity	Years Attended	Average Hrs. Per Month	Positions or Honors Held

16. Please list up to four of your activities or hobbies (excluding jobs) *IN ORDER OF THEIR INTEREST TO YOU*. (Examples: travel, summer study, stamp collecting, and outdoor recreation such as hiking).

Activity	Years of Participation	Average Hrs. Per Month

17. Please list jobs (including summer employment) you have held during your high school years.

Jobs and type of work	Employer	Check one:		Approximate Dates of Employment	Approximate Hours Worked Per Week
		Sum-mer	School Year		

18. In one or two sentences explain what you found most significant in your work experience.



19. Comment on the interest, talent, or activity that you think has contributed most to your development. Select an experience you have listed under Activities or Work Experience, or choose one from your academic interests.

20. What person or persons have been most influential in your life and in what ways?

21. If you could do what you most wanted to do, what kind of life would you like to lead fifteen or twenty years from now? Whether or not you are sure just where you would like to live or what kind of occupation you would like best, indicate the considerations which will be important in helping you to decide.

#### D. FAMILY

22. Brothers: Number \_\_\_\_\_ Ages \_\_\_\_\_ Sisters: Number \_\_\_\_\_ Ages \_\_\_\_\_

23. Name of Teamster member (or deceased Teamster parent) who provides applicant's financial support.

\_\_\_\_\_  
FULL NAME (Please print)

\_\_\_\_\_  
RELATIONSHIP (Father or mother;  
Step-parents, Guardians, etc. must  
complete item 30.)

24. Describe specifically your Teamster parent's occupation or type of work. If parent is deceased, state what his or her occupation was.

25. ☐ Check if Teamster parent listed in item 23 is deceased. If Teamster parent is deceased, has your surviving parent remarried? \_\_\_\_\_

26. Other parent's full name: \_\_\_\_\_

27. What is his or her occupation? \_\_\_\_\_

28. For what kind of organization does he or she work? \_\_\_\_\_

29. Address of Teamster member if different from applicant's: \_\_\_\_\_



30. This section to be completed by the person listed in item 23 if he or she is not the natural parent of the applicant.

Relationship to applicant \_\_\_\_\_  
(Step-father, Legal Guardian, etc.)

I hereby certify that I provide in excess of 50% of the financial support of the applicant and that the applicant is my dependent for Federal income tax purposes.

\_\_\_\_\_  
(Signed—Teamster member)

Subscribed and sworn to before me this \_\_\_\_\_ day of \_\_\_\_\_, 1968 in the  
City (County) of \_\_\_\_\_ in the State of \_\_\_\_\_

\_\_\_\_\_  
(Notary Public)

(Seal)

My Commission expires \_\_\_\_\_

31. Signed \_\_\_\_\_ Date \_\_\_\_\_  
(Teamster Member)

32. Signed \_\_\_\_\_ Date \_\_\_\_\_  
(Applicant)

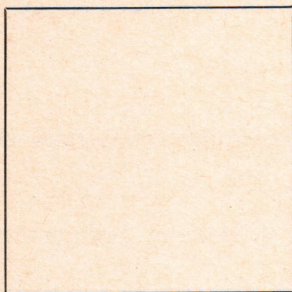
Upon completion of items 1 - 32, forward this application to the Secretary-Treasurer of your parent's Local Union.

SECRETARY-TREASURER TO COMPLETE ITEMS 33 - 37.

33. Local Union Number \_\_\_\_\_

34. Conference Affiliation (check one):

\_\_\_\_\_ Central \_\_\_\_\_ Eastern \_\_\_\_\_ Southern \_\_\_\_\_ Western



36. LOCAL UNION SEAL

35. I hereby certify that the member named in item 23 is not an officer or employee of this Local Union and has not been suspended from membership (check one):

\_\_\_\_\_ for at least twelve months prior to November 30, 1968.

\_\_\_\_\_ for at least twelve months prior to his retirement.

\_\_\_\_\_ for at least twelve months prior to his death.

\_\_\_\_\_ for \_\_\_\_\_ months since his transfer from Local Union \_\_\_\_\_  
where he was a member for an adequate period to total twelve months.

37. Signature of Secretary-Treasurer:

\_\_\_\_\_  
Date \_\_\_\_\_

FORWARD THIS APPLICATION DIRECTLY TO THE  
JAMES R. HOFFA SCHOLARSHIP FUND  
25 Louisiana Avenue NW  
Washington, DC 20001



**Boss Caught**

# Wage Chiseling Practices Nipped by Teamster Local

The wage chiseling practices of a San Francisco employer backfired recently when Teamster Local 241 brought a court action involving its members and a non-union employee.

As a result, the Hap Jones Distributing Co., was required to pay back

not only the contract wage differences for Local 241 members who were involved, but also to pay the non-union worker \$2,904 for work she performed that was covered by the collective bargaining agreement.

The company, a distributor of motorcycle parts, has had a contract with the Teamster local union for the past 20 years.

Upon the complaint of the members working for the firm, Jim Kincaid, Local 241 business representative, investigated and discovered that several of the men were not receiving wages stipulated in the collective bargaining agreement.

In addition, a woman, Margaret Caldwell, a non-member, was performing work covered by the contract—but not being paid the proper wage rate.

Local 241 brought a double-barreled attack against the company. Be-

cause the company fired the men for contacting the union, unfair labor practices charges were filed with the NLRB; a complaint was filed with the state labor commissioner for the men and Margaret Caldwell.

The result was victory in both areas.

An NLRB trial examiner ruled that the men were fired for union activity, and the Board ordered the Hap Jones Co., to compensate all employees for the difference in wages and offer them their jobs back.

An arbiter ruled that Margaret Caldwell should be paid the difference between her actual salary and the pay scale set in the contract—an amount of about \$2,800. It was further expected that she would probably collect an estimated \$4,000 in damages for her improper discharge.

## Firing Case Won by Omaha Local

Sustaining the trial examiner, the National Labor Relations Board ruled recently that Kent Morgan Distributing Co., discriminatorily discharged LaVern Wentling because of his activities for Teamster Local 554 of Omaha, Neb., and committed independent violations of the Act.

Some of the company's driver-salesmen, including Wentling, attended a union organizational meeting in October, 1967, and signed authorization cards, according to hearing testimony. Later, the union filed a petition and a consent election was held in an agreed unit. Three votes were cast for the union, 2 against, and 2 ballots were challenged—those of discriminatee Wentling and his replacement.

The examiner found that the company president illegally interrogated employees about the union following their meeting with union organizers, promised and granted them benefits to refrain from union activity, threatened reprisals, and promised benefits if they would withdraw from the union. As for Wentling's discharge, the examiner held that the employee's union adherence played a part in the discharge.

Accordingly, the Board ordered the company to cease the unlawful conduct and reinstate Wentling with back-pay and interest.

Furthermore, the challenge to Wentling's ballot was overruled and the challenge to the ballot of his replacement sustained. The regional director of the NLRB was directed to prepare a revised tally of ballots and issue the appropriate certification.

## • Iowa Win

Assemblers and builders employed by Builders Components, Inc., of Cedar Rapids, Ia., recently voted unanimously for representation by Teamster Local 238 in a National Labor Relations Board election, according to Harry J. Wilford, secretary-treasurer of the union.

## Local 261 Picnic



Approximately 6,000 persons attended the annual picnic held recently by Teamster Local 261 of New Castle, Pa. Shown are some of the happy members and wives who won prizes ranging from gift certificates to television sets. Teenagers enjoyed a band, children enjoyed free amusement rides, and refreshments were enjoyed by all.



**Kentucky Generosity****Teamsters Underwrite Trip For 6 Handicapped Children**

Six handicapped children ranging between 8 and 17 years of age recently enjoyed an air trip to New York City thanks to the generosity of Teamster Local 89 and Teamster Joint Council 94 in Louisville, Ky.

The Teamsters picked up the tab for transportation of the youngsters—accompanied by their mothers and staff members of a children's center—and also provided for their accommodations in New York City.

A highlight of the trip was the group's appearance on a radio talk show where the story of the Kentuckiana Children's Center was told for thousands of listeners.

Marion Winstead, secretary-treasurer of Teamster Local 89 and one of the prime movers in the trip program, said the children's center was organized in 1955 as a private, non-profit, non-sectarian organization to give free services and care for physically or mentally handicapped children—regardless of ability of the parents to pay and regardless of their race, color, or creed.

The center began operation in 1957 on a half-day per week basis and now is open 6 full days a week and has 24-hour emergency service available

at all times. Through the years, some 885 handicapped children have been helped. Presently, some 42 official staff members are helping 250 handicapped youngsters on a regular basis.

The center is supported entirely by private individual contributions and now operates on a monthly budget of \$10,500. The growth of the center was spurred in 1961 when the government deeded 11 acres of surplus property—along with some former army barracks buildings—to the organization.

Dr. Lorraine M. Golden, the founder of Kentuckiana Children's Center, said a family approach is taken in the method in which handicapped children are helped. The Teamsters-supported air trip—a first for the youngsters involved—was a thrilling experience for them, she said.

**● Fabricators**

An overwhelming majority of the employees of Rit, Inc., a metal fabricating firm in St. Louis, Mo., voted for representation by Teamster Local 688 in a recent National Labor Relations Board election.

Ernie Neidel, director of organ-

**Music Degree**

Nancy L. Argabright, daughter of Archie B. Argabright, secretary-treasurer of Teamster Local 171 of Roanoke, Va., and president of Teamster Joint Council 83, recently received her master's degree in music education from Radford College.

izing for Local 688, said 40 workers were eligible to ballot. The vote count was 23 to 7 in favor of the union.

The bargaining unit includes set-up men, welders, drill press operators, assemblers, packers and warehousemen.

**● Termite Firm**

Teamster Local 36 in San Diego, Calif., has signed an agreement covering workmen employed by Termite Treating, Inc., which is managed by a former member of the union, Gene Fisk.

John Lyons, Local 36 secretary-treasurer, said the contract contains standard Teamster clauses. The firm is the first termite-control company in San Diego to sign with the union.

**● N. J. Victory**

Employees of Pamarco Rubber Roller Corp., in Roselle, N.J., voted unanimously for representation by Teamster Local 575 in a recent National Labor Relations Board election, according to Robert Noble, president of the local union. The company makes rubber-covered rollers for the graphic arts industry.



Returning from their thrilling trip to New York City, financed by Kentucky Teamsters, were these handicapped youngsters and their mothers. The youngsters have received help from the Kentuckiana Children's Center. At far left is Marion Winstead, secretary-treasurer of Teamster Local 89 in Louisville, Ky.



Form 1040

U.S. Individual  
Income Tax Return

U.S. Treasury Department, Internal Revenue Service

for the year January 1–December 31, 1967,



1967

or other taxable year beginning ..... 1967, ending ..... 19.....

Please print or type

Please attach Copy B of Form W-2 here

Please attach Check or Money Order here

First name and initial (If joint return, use first names and middle initials of both)

Last name

Your social security number

Home address (Number ..... rural route)

Your occupation

City, town or post office, State

Zip

Spouse's social security number

Enter below name and address used on your return for 1966 (if same as above, write "Same" and do not file, give reason. If changing, give new address and date of change.)

Spouse's occupation

Your present employer and address

Spouse's present employer and address, if joint return

## Your Filing Status—check only one:

1a ☐ Single1b ☐ Married filing joint return (even if only one had income)1c ☐ Married filing separately (if spouse also filing a return, enter her (his) social security number and name provided above and give first name here)1d ☐ Unmarried Head of Household1e ☐ Surviving widow(er) with dependent child

## Your Exemptions

Regular

65 or over

Blind

Enter  
number  
of boxes  
checked

First names of other dependent children who lived with

3b Number of other dependents (from page 2, Part I, line 3)

4 Total exemptions claimed

## Income

If joint return include all income of both husband and wife

5 Wages, salaries, tips (if not shown on attached Form W-2, give explanation)

6 Other income (from page 2, Part II, line 8)

7 Total (add lines 5 and 6)

8 Adjustments to income (from page 2, Part I, line 5)

9 Total income (subtract line 8 from line 7)

## Find tax

from table  
ORFigure tax  
using tax  
rate  
schedules

10 If you do not itemize deductions and line 9 is less than \$5,000, find your tax from tables in instructions. Do not use lines 11a, b, c, or d. Enter tax on line 12.

11a If you itemize deductions, enter total from page 2, Part IV, line 17. If you do not itemize deductions, and line 9 is \$5,000 or more enter the larger of: (1) 10 percent of line 9; OR (2) \$200 (\$100 if married and filing separate return) plus \$100 for each exemption claimed on line 4, above. Deduction under (1) or (2) limited to \$1,000 (\$500 if married and filing separately).

11b Subtract line 11a from line 9

11c Multiply total number of exemptions on line 4, above, by \$600

11d Subtract line 11c from line 11b. Enter balance on this line. (Figure your tax on this amount by using tax rate schedule on page 11 of instructions. Enter tax on line 12.)

ASK THE average American to identify government form OA-702 Rev. (10-58), and he will probably look at you like you are some kind of nut.

However, ask him to identify government form 1040, and quickly he will tell you it is the income tax form upon which he annually reports his earnings and taxes to the government.

Inform Mr. Average American that OA-702 Rev. (10-58) is his Social Security Card, and his reaction won't be one of gratitude for the education. Why?

Because Social Security, for the majority of Americans, is still several years away before benefits start coming in.

But, the annual income tax is ever-present and becoming an increasing bur-

den on a majority of our citizens who are beginning to realize that income tax is a game of "dodge and evade" for the millionaires and big corporations.

Fifty-six cents out of every tax dollar is going to finance the unpopular war in Vietnam for a total of \$30 billion annually.

The next biggest item in the Federal budget is interest on the public debt, hitting the astronomical figure of \$14 billion annually.

And, the average tax payer is beginning to listen more attentively to the cries of a few congressmen and senators who have the courage to crusade for tax reforms and to direct that crusade against such sacred cows as:



1. Millionaires who pay no taxes—or percentage wise less than a scrub woman; and

2. The 27½ percent depletion allowance by which the oil companies of America annually duck out on their fair share of the tax burden, for example.

One story which is beginning to appear with more regularity in the nation's newspapers is the one about the millionaire who pays no taxes on his income.

Internal Revenue Service records, which run two years behind actual tax years, show that 482 individuals made \$1 million or more in 1964, and

that 19 of them did not pay one red cent in income tax.

In 1963, 20 millionaires out of a total of 371 walked away from the Internal Revenue Service scot-free, using tax loopholes to escape even a nibble from the tax collecting agency.

Those, of course, are the sensational examples of those who spit in the face of their responsibility to help support the country from which they derive their riches.

But, there is another example, perhaps not so sensational, but typical of an outmoded tax system which shifts the burden from those most able to pay onto those least able to shell

out on March 31st each year.

It is the example of the giant oil companies which every year escape their obligation on the 27½ per cent depletion allowance first legislated into the tax laws of the country in 1926, 42 years ago.

As a result of this unjustified tax dodge, Standard Oil of New Jersey, in 1962, paid \$8 million on a gross profit of \$1,271,903,000, or 0.6 per cent.

In 1963, this oil giant had a gross profit of \$1,584,469,000, paid a federal income tax of \$69 million, or 4.3 per cent.

In 1964, this company had a gross profit of \$1,628,555,000, paid \$29 million in income tax, or 1.7 per cent.

And the beat goes on in the following manner:

In 1964, Texaco had a gross profit of \$660,761,000, paid \$5.5 million in federal tax, or .8 per cent;

In 1964, Gulf grossed \$607,343,000, paid a federal income tax of 8.6 per cent amounting to \$52,443,000.

Socony Mobil, in 1964, grossed \$464,660,000, paid a federal income tax of \$27,700,000, or 5.9 per cent.

Standard Oil of California, again in 1964, grossed \$393,188,000 in profit, paid \$8,300,000 in federal income tax, or 2.1 per cent.

Shell Oil in 1964, made a gross profit of \$213,575,000, paid \$2,800,000 in federal tax, or 1.3 per cent.

Or take the example of Standard Oil of Indiana, in 1964 with a gross profit of \$204,817,000, paying federal taxes of \$8,486,000, or 4.1 per cent.

#### Foreign Bonanza

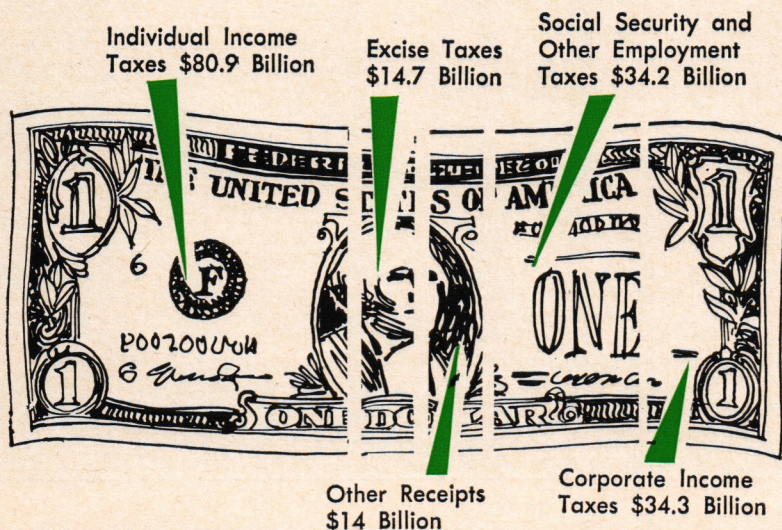
If that strikes anger and shakes your faith in the fairness of the federal income tax system, consider that the above information does not even include the fact that oil companies doing business in foreign lands are permitted to count royalties paid to a foreign country as "foreign taxes", and this is subtracted from the taxes these companies would ordinarily pay in the U.S.

Even taking the highest percentage paid by an oil company paid in 1964, which was the 8.6 per cent paid by Socony Mobil, it doesn't compare very favorably on the 'fairness scale' to the worker who made \$4,000 in 1964, and paid \$800 in taxes, or 20 per cent of his income.

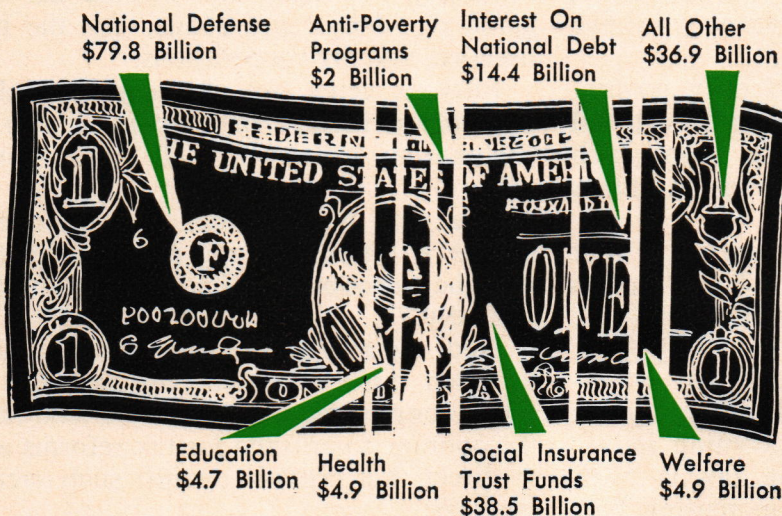
When one really gets into the subject of tax loopholes, the list gets a

### THE FEDERAL DOLLAR

#### Income—Where the \$178.1 Billion Will Come From



#### Outgo—How the \$186.1 Billion Will Be Spent





little more involved and much longer, including:

1. Untaxed capital gains, estimated in one year to cost the government \$2.5 billion in taxes;
2. Unlimited charitable deductions, \$50 million;
3. Stock options to company executives, \$100 million;
4. The \$100 dividend exemption on stock and interest dividends; \$200 million;
5. Multiple corporations, pooling profits from many businesses into one pot for tax purposes, \$150 million;
6. Municipal industrial development bonds used to steal industry away from high wage areas, into low wage areas, \$50 million;
7. Even a reduction in the 27½ per cent depletion allowance to 15 per cent for oil companies, \$800 million;
8. A needed reform in government and estate taxes, \$150 million.

By plugging these tax loopholes, a conservative estimate is that the government would raise more than \$4 billion in additional tax revenue.

Mr. Average American taxpayer first sees his pay check after taxes have been withheld. Even if he had enough free cash to employ some of the many schemes for evading taxes, he could not because his taxes are on their way to Washington, D.C., before he opens his pay envelope.

#### Evasion Kit

But, see what is available to the upper-income citizen who pays his taxes annually, or quarterly.

Companies specializing in helping the rich evade taxes list such tax-dodging aids in their catalogs as:

1. How to reduce tax on personal investment income;
2. An extra deduction for small companies now—when they need it;
3. Club dues and spending that are tax deductible;
4. How to buy tax-exempt bonds;
5. An employee-benefit plan for a one-man corporation;
6. A chart showing the tax deductions others take;
7. Save taxes now with gifts effective at death;
8. Fixing a building—here's the tax-way;
9. Your social security may well be worth \$229,000;
10. This 'unfreezes' cash from a corporation tax free;
11. Tax-free life insurance for executives;

12. The family setup that pays college tuition with tax dollars;

13. The tax deduction for an 'office at home';

14. Tax-wise handling of compensation from a business;

15. Medical expense deductions often overlooked;

16. How to give stock profits to charity and avoid the tax;

17. Tax savings through prepayment of interest and taxes;

18. Avoid taxable interest on accumulated life insurance dividends;

19. One way to split income with your children for tax savings;

20. How to give merchandise to charity for an extra tax break;

Those impressive tax-dodge aids are listed from the index page of a publication entitled: "The Way Executives Cut Taxes."

But, to Mr. Average American taxpayer, they are part of a dream as he has no attorney to figure his taxes, and little time on the way to beat the midnight postmark on the envelope bearing his 1040 and check for additional taxes over and above his withholding.

But, if that presents a dark picture for Mr. Average American, look out for darker clouds on the tax horizon.

Beginning in April, 1968, a 10 per cent surtax was tacked onto your total tax bill, and the next time you look at form 1040, you'll be pulling your

hair in anguish as you find your withholding did not nearly cover your tax bill.

Your dilemma as the 'little guy'—the middle income tax payer—can be summed up simply this way:

"You are trapped between the high and low levels. You make too much to obtain advantage from the low income exemption, and you do not make enough to wheel and deal with the big-money loopholes."

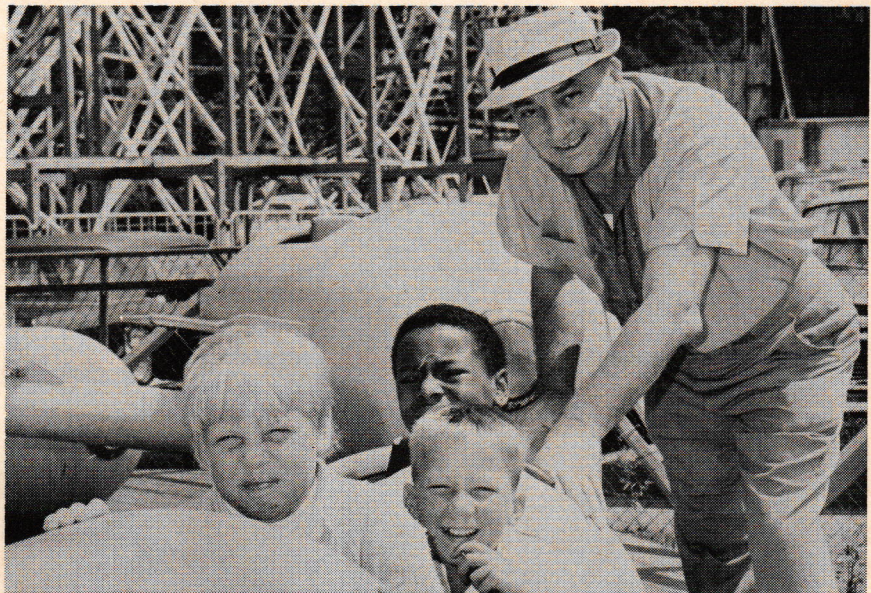
Further, your dilemma is compounded by the fact that the Federal government is not the only one putting a bigger and bigger bite on your paycheck. State, county, and cities in which you live have a bigger appetite for your tax dollar in the form of income tax, sales taxes, property taxes, fees and licenses for your auto.

As Senator Vance Hartke (D-Ind.) points out, the rebellion against the tax structure is reflected in middle-income tax payers voting down school budgets, bond issues and municipal improvements.

Sen. Hartke warns that the pressure is already on to keep the 10 per cent surtax in effect after its deadline of next June 30th. "Just like we kept the temporary excise taxes of World War II on automobiles and telephone calls. . . .

"I got them reduced once, but they went right back on again when the Vietnam cost squeeze became appar-

## Rocket Launcher



Ted Cozza, president of Teamster Local 211 in Pittsburgh, Pa., is shown as he launched a trio of youngsters on a rocket ride during the union's annual picnic recently for 200 children from 4 orphanages in the area. The youngsters are treated to rides, games, and food and soft drinks in the day-long outing.



## SPECIAL REPORT

ent to the Treasury."

Hartke says that another thing driving up your property taxes is the high cost of borrowing caused by the Federal Reserve Board's high discount rates to member banks. "Very simply," he says, "it costs your city and county more to borrow against its tax collections, so up go your property tax rates."

The Indiana senator points out that when taxes were reduced the last time, the net result was that government actually collected greater revenues, as the nation's economy was stimulated, more jobs were available, and income increased.

But, the economists who advise the government on its tax structure today seem to have forgotten that lesson.

Sen. Hartke is joined by more and more congressmen and senators in a loudening chorus of protest against the tax structure, when he points out the following:

Personal tax exemption is set at only \$600 a year—we had a higher personal exemption during World War II. Hartke advocates increasing the personal exemption to \$1,000.

A family today with two children must earn \$14,282 annually to equal the purchasing power of a comparable family which earned \$5,000 in 1939.

Under the present tax structure:

—A person over 65, or a blind

person, gets a special tax exemption while the handicapped person does not;

—A widow, as head of the household, gets a tax break somewhere between that of the joint return and that of a single person, even though she may be the sole wage earner in her family;

—A person must pay taxes on interest earned from savings, while interest accrued from state and local government bonds is not taxable.

—A home-owner finds his property tax mounting annually, while the apartment dweller enjoys the municipal and county improvements bought with the property tax, but bears none of the burden.

The basic attitude of fairness by the average American citizen has been demonstrated time and time again throughout history. Although network comedians make much of the average taxpayers' gripes just before the tax deadline, most average Americans pay up with only a modest protest to their fellow worker.

Basically, they ask: "What ever is fair?" and they don't mind paying their share of the freight.

But there is a growing resentment to paying their share, and the share for corporations, oilmen, stock manipulators, company executives, and millionaires as well.

There is a growing resentment against the "dodge and evade" game of the rich, even though present loopholes for the rich are inside the law—if just barely.

For the lack of funds, American cities are blighted with slums which fast are becoming ghettos where the cancer of racism attacks the very foundations of our system of government.

The problems at home cannot be won without money to finance desperately needed social programs.

And, the elementary economic fact is that we could raise all the money needed just by making everyone pay their share of the country's expenses.

Throughout the country, there is a rising crescendo of cries which declare:

"The rich in America have a stake in the welfare of the country, too. After all, they reap the greatest benefits—and it is time they start paying their fair share of the expenses."

What can you do?

### Do It Now

This is an election year, and your usually hard-to-find congressman and senator will be around looking for your vote. Tell him how you feel about the out-moded tax structure.

Write him a letter. He might be receptive in an election year.

Talk about the unfairness with your fellow workers.

Write letters to the editor of your newspaper.

Do it now.

You won't be drawing benefits from form OA-702 Rev. (10-58) for some time, but form 1040 will be on your mind in the next few months, and the year after, and the year after. . .

The time for tax reform is now, and unless you enjoy paying your taxes and someone else's, too, you'd better start speaking out against an unfair and outmoded tax system which falls heavily on the shoulders of men and women who work for a living.

## ARINC Contract Signed

An initial contract covering some 400 members working in ground-to-air communications was signed recently between the International Brotherhood of Teamsters and Aeronautical Radio, Inc., which operates a network serving airlines. Making it official were (left to right): Seated—J. S. Anderson, president of the company; H. J. Breen, director of the Teamsters Union Airline Division; Florian Bartosic, IBT house counsel; Standing—J. C. Abernathy, ARINC director of industrial relations; Charles R. Cutler, ARINC attorney; J. Francis Taylor, Jr., ARINC senior vice president, and George J. Datz, union rank-and-file member of the negotiating committee.



### Defies Belief

Of 9,952 farmers whose crop subsidy payments exceeded \$20,000 during 1967, some 8,778 were in 15 cotton states. Payments to cotton growers alone totaled \$935 million last year, according to Congressional records, compared with an anti-poverty allocation of \$1.75 billion.



## DRIVE REPORT

ON THE FOLLOWING PAGES, the *International Teamster* presents some pertinent notes on some key senators and senatorial candidates who will be on the ballot in their states November 5th.

# Senator Wayne Morse Attacks Labor Courts

AN ATTEMPT by special-interest groups to destroy organized labor by rewriting the National Labor Relations Act came under attack on the floor of the Senate recently by Sen. Wayne Morse (D-Ore.).

If reelected, Senator Morse will become chairman of the Senate Labor Committee.

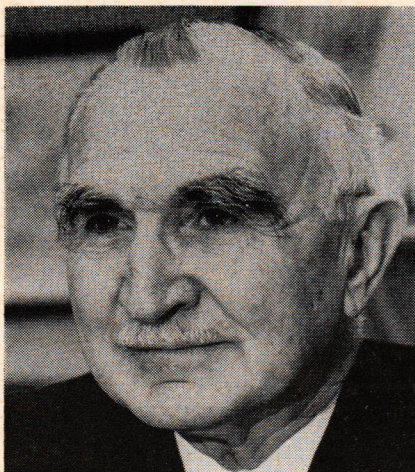
Morse charged that certain anti-labor forces in the United States "are laying plans for next year for revisions of labor relations legislation . . . These revisions can best be described as anti-labor in both their motivations and objectives."

The Oregon Senator said the labor-busters have already begun their pressure in the hope that a more conservative 91st Congress would emerge from the November 5th election this year.

He declared there is now a well-financed campaign aimed at not only rewriting the basic labor relations statutes, but also at abolishing the National Labor Relations Board and substituting in its place a "labor court" or to transfer many of the NLRB's functions to federal district courts.

"The protagonists of this campaign," Morse said, "are the Chamber of Commerce and the National Assn. of Manufacturers." Other employer organizations also are involved, he added, and are not the slightest concerned about the public interest.

Morse emphasized: "They would



Sen. Morse

erase much of the progress achieved in American labor-management relations in the last three decades by substantially revising the law and the procedures which have been the foundation for that progress."

To accomplish their ends, Morse said, the anti-labor group already has mounted a sustained attack on the NLRB. Simultaneously, a program developed years ago by a "blue ribbon" committee of 150 management lawyers has now been translated into a packet of so-called "ripper" amendments to change the Act.

Morse said:

"The 'ripper' amendments now circulated by the NAM and the Chamber

begin by deleting from the policy objectives in the law's present preamble any reference to protecting self-organization and freedom of association.

"They go from there to limit the scope of the bargaining obligation, to restrict the Board's power in unit determinations, to toughen a number of the sections limiting labor's conduct, to ease various restrictions on employers, to confine the Board's none-too-strong remedial authority within much narrower limits, to change the venue provisions for court review, and to reverse over a score of Supreme Court, courts of appeals, and Board decisions in leading cases."

Morse told his fellow Senators that he believed the campaign to be "serious and dangerous." It is serious, he said, because of the effort to arouse public opinion with distorted slogans and misleading arguments. It is dangerous, he continued, because its purpose is to unstabilize a scheme of labor law administration which has largely succeeded in bringing labor peace to the nation while at the same time promoting free collective bargaining.

The Senator, who has spent more than 30 years serving as a mediator in labor-management disputes and as a presidential appointee to help solve some major squabbles in recent years, concluded:



"I happen to believe that if this attack upon the National Labor Relations Board and existing legislation and judicial processes continues and succeeds, it will lead to a new era of labor strife, which will merely add to our already lengthy list of national problems."

Morse added that he deplored the union-busting campaign which "comes at a time when the energies and resources of labor and management should be devoted to helping the nation solve some of the real problems of our time at home and abroad."

#### Senator Brewster

Maryland's Daniel B. Brewster was a strong supporter of Medicare and increased Social Security benefits and



Sen. Brewster

has long advocated improvements in health and retirement programs.

In addition, he has supported legislation to increase the minimum wage, advance the rights of unions, and provide for improved job training programs. These stands, alone, have been enough to attract reactionary opposition to his candidacy.

Brewster, a member of the Senate Consumer Subcommittee, has been in the forefront of moves to protect the consumer against dangerous products and fraudulent practices in the marketplace.

He has sponsored or co-sponsored such measures as the Wholesome Meat Act, the Flammable Fabrics Act, the Truth in Lending Act, and supported

a resolution to probe the automobile insurance industry. He also has backed proposals to regulate packaging and labeling.

#### Senator Clark

Since his first election to the Senate in 1957, Joseph S. Clark of Pennsylvania has received a total of 57 Presidential pens, each one representing recognition by the President of the Senator's key role in the successful enactment of a bill.

Sen. Clark's pens were symbolic rewards for helping to win such his-



Sen. Clark

tory-making measures as Medicare, the Manpower Development and Training Act, the Public Works Acceleration Act, the Act establishing the Department of Housing and Urban Affairs, the Civil Rights Acts of 1964 and 1968, and 9 different laws dealing with public education.

Clark serves on several important Senate committees, including Labor and Public Welfare. He has been among the Senate leaders in the effort to extend the possibilities of homeownership to greater numbers of low and moderate income workers.

Always on the side of those fighting for social legislation, Clark also has been opposed to a few things—such as the "right-to-work" clause (Section 14b) of the Taft-Hartley Act, and other restrictive labor statutes.

#### Senator Magnuson

Warren G. Magnuson of the State of Washington, at the beginning of the 90th Congress, ranked 8th among

all Senators in terms of seniority. He served as a U.S. Representative for 7 years before coming to the Senate in



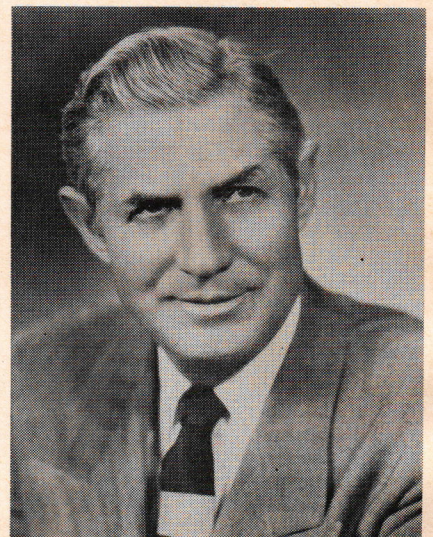
Sen. Magnuson

1944. He is an important figure on several committees.

One of Sen. Magnuson's most outstanding efforts through the years has been to work toward development, coordination, and preservation of a national transportation system adequate to meet the needs of the nation. He also has sponsored important educational legislation and has been a leader in the fight for consumer protection bills and safety measures.

#### Senator Monroney

A. S. Mike Monroney of Oklahoma, in his 3rd term in the Senate, previously served 6 terms as a U.S. Repre-



Sen. Monroney



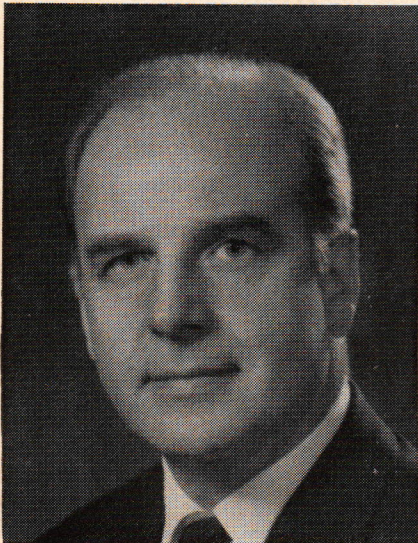
sentative. He carries one of the biggest workloads in the Congress, being chairman of 5 committees and subcommittee besides serving on a half-dozen other subcommittees.

Among his early accomplishments was the authorship of an Automobile Labeling Act to take the mystery out of new car prices. He has been a consistent opponent of statutory increases in interest rates as harmful both to business and the consumer.

Active in health and welfare and education legislation, Monroney also strongly supported the voting rights bill insuring the franchise for all citizens.

#### Senator Nelson

Gaylord Nelson, twice governor of Wisconsin, and now completing his first Senate term, has tallied an enviable record as a "freshman" in the



Sen. Nelson

Senate. Among his duties has been service on a labor subcommittee considering minimum wage proposals, working standards, and other labor-related legislation.

Sen. Nelson gained most fame, however, with his investigation of prescription drug prices that followed up the work of the late Sen. Estes Kefauver. Nelson's hearings resulted in creation of such pressure on the industry that drug companies slashed their prices as much as 80 per cent in some cases. In addition, controls on dangerous drugs were strengthened.

Nelson also sparked the Traffic Safety Act of 1966 which set minimum safety standards for automobiles,

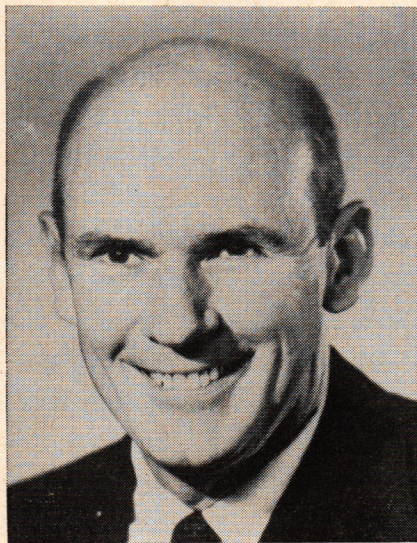
tires, and research. He also was a co-author of the highly acclaimed Teacher Corps program. He also has won acclaim as a leading water conservationist, working to save rivers and lakes from pollution.

#### The Candidates

Incumbent Senators with liberal records are not the only targets of conservatives in this election. There are at least two candidates with such a background that now find themselves going up against the reactionary dragons of American politics. They are Alan Cranston of California and Thomas F. Eagleton of Missouri.

#### Alan Cranston

Cranston, one-time State Controller, finds himself opposed by Max Rafferty, California education head who has been described as an extreme



Alan Cranston

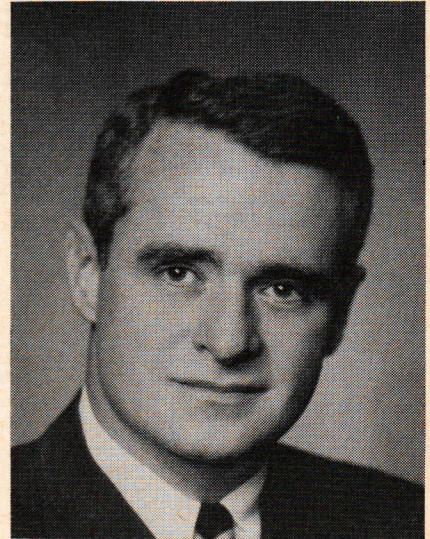
right-winger operating on a theory of political violence.

Cranston has been in the forefront of those forces opposing the Reagan faction of politics in California and has attracted further antagonism from the right-wing element by doing such things as urging California congressmen to support a bill that would give farm workers collective bargaining protection under the National Labor Relations Act.

#### Thomas Eagleton

Eagleton, lieutenant governor of Missouri, is a candidate for the Senate seat held by Sen. Edward V. Long

who was knocked out in the primary election. Eagleton is opposed by Rep. Thomas B. Curtis, a staunch conservative who has received A-plus marks



Thomas Eagleton

from reactionary groups for his voting record.

Eagleton, also a former Missouri attorney general, has taken the stand that enforcement of the law must go hand in hand with eliminating the root causes of crime—poverty, ignorance, and discrimination. He would amend the slogan, "law and order," to "law and order with justice."

### OOPS!

The following corrections to the feature "Know Your Congress in the 1968 Election" are noted below:

Senator Joseph Clark was indicated as not a candidate for reelection. Senator Clark informs us that he is very much a candidate for reelection (see page 26).

In Illinois, Congressman William Dawson was listed as not renominated. He was renominated and is a candidate for reelection. Congressman Barret O'Hara was not renominated.

In New York, Frank J. Brasco was noted as defeated in the primary. He was renominated and is a candidate for reelection. Congresswoman Edna Kelly was defeated by Congressman Emanuel Celler, in a contest in a redistricted area.

The International Teamster regrets the errors.



## Voter Turnout



Josephine Hoffa, wife of Teamster General President James R. Hoffa and national president of DRIVE Ladies Auxiliaries, will be in attendance at the National DRIVE Director's meeting in Chicago this month at which the Teamster get-out-the-vote campaign will be finalized.

### ● Sleepy Voters

A survey conducted by the Census Bureau after the 1966 elections disclosed that of 113 million persons of voting age, 30 million had not registered to vote.

### ● Election Idea

Bipartisan measures have been introduced in both Senate and House to amend the Constitution so as to abolish the electoral college system and have the President elected directly by the voters. Also proposed is a national Presidential primary.

AS A YARDSTICK to measure performance of Congressmen and Senators in the area of legislative importance to the members of the Teamsters, DRIVE (the legislative and political arm of the Teamsters) chose four issues and tabulated the vote of senators. (A similar tabulation on congressmen appeared in the March, 1968, issue of the International Teamster.) An explanation of the four issues used to measure senators appears at the end of this article. Here's how those senators who are seeking reelection this year voted on these issues:

SENATOR	1	2	3	4
George D. Aiken, Republican, Vermont . . . . .	—	R	R	R
Birch E. Bayh, Democrat, Indiana . . . . .	W	—	R	R
Wallace F. Bennett, Republican, Utah . . . . .	W	W	W	W
Alan Bible, Democrat, Nevada . . . . .	W	W	—	R
Daniel B. Brewster, Democrat, Maryland . . . . .	—	—	R	R
Frank Church, Democrat, Idaho . . . . .	R	R	—	R
Joseph S. Clark, Democrat, Penn. . . . .	W	R	R	R
Norris Cotton, Republican, New Hampshire . . . . .	W	W	W	R
Everett Dirksen, Republican, Illinois . . . . .	W	W	W	W
Peter Dominick, Republican, Colorado . . . . .	W	W	R	W
Sam J. Ervin, Democrat, N. Carolina . . . . .	W	W	R	R
J. W. Fulbright, Democrat, Arkansas . . . . .	W	R	R	R
Ernest Hollings, Democrat, S. Carolina . . . . .	W	W	W	R
Daniel K. Inouye, Democrat, Hawaii . . . . .	—	R	—	R
Jacob Javits, Republican, New York . . . . .	W	R	R	R
Frank Lausche, Democrat, Ohio . . . . .	W	W	—	R
Russell Long, Democrat, Louisiana . . . . .	W	W	R	R
George McGovern, Democrat, S. Dakota . . . . .	R	R	R	R
Warren Magnuson, Democrat, Washington . . . . .	R	R	—	R
Mike Monroney, Democrat, Oklahoma . . . . .	W	W	R	R
Wayne Morse, Democrat, Oregon . . . . .	W	R	—	R
Gaylord Nelson, Democrat, Wisconsin . . . . .	—	R	R	R
Abraham Ribicoff, Democrat, Connecticut . . . . .	R	R	R	R
Herman Talmadge, Democrat, Georgia . . . . .	—	W	R	—
Milton Young, Republican, N. Dakota . . . . .	W	W	—	R

The senate yardstick contained four issues:

1. *Compulsory Arbitration*: An amendment impounding 10 per cent of the railroad companies profits during the period workers could not strike during the railroad dispute, as an incentive to make the companies bargain in good faith and lead to a voluntary settlement. It was defeated 23-59. A vote for the amendment was a "R" vote.
2. *Teacher Corp*: An amendment to raise the appropriation to the level requested by the Administration to insure an effective program. It was rejected 43-45. A vote for the amendment was a "R" vote.
3. *Election Reform*: An amendment to prohibit DRIVE and other labor sponsored political organizations from giving voluntarily contributed money to endorsed candidates for Congress. This amendment would have destroyed labor's political action programs. It was rejected 19-46. A vote against the amendment was a "R" vote.
4. *Social Security*: An amendment to reduce proposed increases in social security benefits below that proposed by the Senate Finance Committee. It was rejected 22-58. A vote against the amendment was a "R" vote.

### Correction

September, 1968, was a bad month for the International Teamster magazine. We ran voting records on four key issues of those senators who are seeking reelection this year.

This tabulation was in error, when numbers became transposed.

The correct tabulation of voting records on the four key issues is printed directly to the right.

The International Teamster regrets this error.



## ● Old Foe, New Alarm

One-time U.S. Representative Fred Hartley—co-author of the Taft-Hartley Act—is back on the war-path in an effort to break the “power” of unions.

Long recognized as a career “labor fighter,” Hartley is now dunning gullible businessmen for funds to help promote “agitation” in the next Congress with the goal of enacting curbs on unions.

Hartley has a new pitch, however. In his letters as co-chairman of something called the Conference of American Small Business Organizations, he is blaming unions for riots in ghettos.

The reason unions are at fault, says Hartley, is they helped secure minimum wage increases, which caused unemployment, which caused the uprisings.

## ● Accidental Deaths

The National Safety Council says that 112,000 Americans died from accidents of all kinds in 1967—a decrease of 1 per cent from the previous year.

Greatest area of fatality by accident was in motor vehicle wrecks where 53,100 persons died in 1967. Accidents in homes accounted for 28,500 deaths, most of them by falling. Fires took another 6,200 lives.

In 1967, some 10.8 million persons suffered disabling injuries in various type of accidents. Dollar cost of accidents amounted to \$21.3 billion for the 12-month period.

## ● Tuition Cost Up

Like everything else, the cost of tuition at colleges and universities has increased this fall, according to both private and government surveys.

Tuition at state colleges went up an average of about 5 per cent while private schools increased their tuition around 7 per cent. The gain means parents will pay between \$56 and \$166 more for their youngster's higher education this year, depending upon the school.

The Census Bureau says higher education still is the best investment for youngsters. College graduates at today's rates earn \$167,000 more than high school grads before retirement.

## ● It Didn't Happen

Home mortgage interest rates, according to politicians and government bureaucrats favoring the surtax, were supposed to slide downward when the 10 per cent levy was enacted.

But the latest evidence shows that a decrease in home loan rates is still an expectation, not a reality. The Federal Home Loan Bank Board reported recently that the average home interest rate increased to a record 7.18 per cent in July.

## ● Sidewalk Credit Machine

A bank in Miami, Fla., has set out on the sidewalk a “credit machine” that dispenses loans around the clock.

The 7-foot-tall machine resembles a coin changer and is activated by a magnetized card inserted by a customer. The machine responds to the card by delivering \$50 cash through a chute and the borrower is charged 2 per cent a month on the unpaid balance.

To be eligible for the sidewalk loans, customers must apply for and obtain their magnetized cards from the bank. The machine automatically confiscates phony cards.

## ● Gas Game Reprieve

The gasoline industry's “games” won a reprieve of sorts recently when the Federal Trade Commission decided that it was delaying a decision on whether to ban the come-on that costs motorists millions of dollars annually.

The FTC hesitation came after the industry assured the government agency it would spell out rules to guard against fraud in the selection of winners. In addition, the industry apparently convinced the FTC that the games do not increase the price of gasoline.

## ● One for Every 115

A store census shows there are 1,722,820 retail establishments of all kinds operating in the United States today—an average of 1 store for every 115 Americans.

The figure is down from 1 store for every 97 persons in 1958, according to a market research firm. In the past year alone, there have been 2,850 supermarkets, small grocery stores and delicatessens that went out of business.

Also dwindling in number are restaurants, bars, hardware stores, clothing shops and furniture stores.

## ● Ship Complex

The city of New York and the Port of New York Authority have agreed on a plan to build a new \$60-million terminal to serve passenger ships at a mid-town site.

The action indicates that New York City has cast overboard any hopes of competing with New Jersey facilities for cargo ships and will leave the freight handling to the Port of Elizabeth. The New York City terminal will handle only luxury liners.

## ● U.S. Population Up

Population in the United States now totals 201,000,000—an increase of more than a million since



last November. The total is expected to hit 300,000,000 before the year 2000.

Since the 1960 census, the American population has increased some 21,000,000—the equivalent of 2 more states the size of Texas.

## ● Winn-Dixie Profit Record

Winn-Dixie Stores, Inc., whose warehousemen and drivers are responding to Teamster organization in growing numbers, is forecasting record earnings and sales for the fiscal year ending next June.

Bert L. Thomas, the company's president, said recently that earnings would exceed the \$24.5 million, or \$1.95 a share, reported for the year ended last June.

The food chain now has 753 stores operating, mostly in the South, and 54 new stores are scheduled for opening in the current fiscal year.

## ● Affluent Indebtedness

"I would guess that one-third of all American families are over-extended in their debts and are on the brink of serious trouble . . . If this country, for just a period of 90 days, eliminated credit, it would make 1929 look like an age of optimists."—Morris Rabinowitch, financial adviser, quoted in the *Wall Street Journal*, Aug. 29, 1968.

## ● Jobs and Poor Health

A recent Labor Department survey discovered that of 2.3 million unemployed men not actively seeking work in early 1967, some 59 per cent were not looking for a job at the time because they were ill or disabled.

In city slums, some 61 per cent were not hunting jobs because of illness, compared with 53 per cent in non-poverty areas. Of the 1.4 million men citing bad health, only 200,000 felt they could return to work sometime in the near future.

## ● Income Differences

People who live in metropolitan areas have incomes at least 50 per cent higher than those who live in rural areas, according to new statistics published by the Department of Commerce.

A study of income changes during the past 40 years disclosed that the 133 million Americans who lived in metropolitan areas during 1966 had per capita incomes of \$3,314 compared with \$2,236 for those living in smaller or farm communities.

The department said, in relative terms, "three-fourths of the nation's personal income went to two-thirds of its population working and living on one-eighth of its land area."

## ● High Drug Profits

Asserting that drug industry profits and promotional costs are too high, a government task force on prescription drugs has called for a study of new ways to tighten federal drug regulation.

The recommendation was made by a panel work-

ing out of the Health, Education and Welfare Department. The task force said the drug industry's expenditure of nearly \$500 million a year for research and development included a substantial effort on duplicative or unnecessary products "that contribute little to the improvement of health care."

## ● Overseas Profits

Giant U.S. corporations are building up a big percentage of their profits in overseas industry.

A new study by *Fortune*, super-slick business magazine, points out that Standard Oil of New Jersey, for example, racked up 52 per cent of its profits and 68 per cent of its \$13.3 billion in sales last year abroad.

## ● Auto Price Hikes

A round of price increases on 1969 autos that was begun by Chrysler Corp., threw the President's Committee on Price Stability into a tizzy.

The committee's reaction to Chrysler's average hike of \$89 a car was to reiterate its plea for business to absorb cost increases wherever possible, adding that the auto industry could surely afford to heed this request.

Earlier, Arthur M. Okun, chairman of the Council of Economic Advisers had said that average labor and material cost increases on each 1969 car would be only about \$35 above the 1968 price tag.

Okun added his belief that the industry could easily absorb the increased cost—in fact, perhaps even slash prices as a result of technological progress.

## ● Vending Industry Changes

Vending machine companies expect the total industry sales this year will hit a record \$4.8 billion—but anticipate changes in the business in coming years.

Industry leaders at the recent National Automatic Merchandising Assn., meeting in Philadelphia were agreed that the vending future doesn't lie with machines but in the restaurant, food concession and institutional feeding businesses. Vending companies are making a big push in this area.

One speaker at the business meeting even estimated that by the mid-1970's, vending will no longer be the major concern of the association's members.

## ● Consumer Commission

Now getting underway is the new National Commission on Product Safety established by Congress to find the best way to protect consumers from "unreasonable hazards" in commonly-used products in and around the American household.

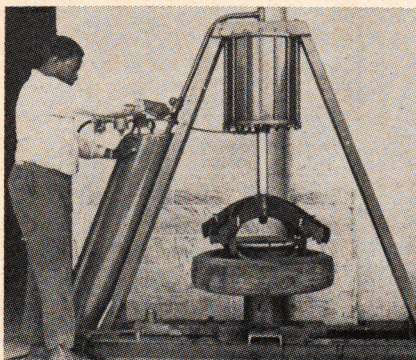
Arnold B. Elkind, chairman of the commission, stated:

"The National Commission on Product Safety has a clear obligation to warn the public after notice to the manufacturer of any product which it has determined involves unreasonable risk or hazard to the consumer."



# WHAT'S NEW?

## Truck Tire Remover



A truck tire remover capable of exerting 32,000 lbs of pressure is now available. It can accommodate tires ranging from 15 to 24 inches and the manufacturer claims that the average time for removal of flat based rims is about one minute.

The 1400 lb machine requires 28 square feet of floor space and must be bolted to the floor. The "A" frame is made of heavy-gauge structural steel and is designed to withstand the most rugged service.

The basic stand of the unit is made for all types of Budd wheels—the center plate adjusts up and down for changes in the arch. Adapter stands fit over the main stand to adjust for 20-24 inch tires. The adapter stands are furnished with removable metal rims to extract some types of lock rings.

## Portable Bridge

A portable bridge to allow a direct path between a rear loading freight car and dock is now available. The bridge, designed of strong, lightweight aluminum can be easily positioned with a fork lift truck.

The span is also well utilized as a path between docks, or buildings and is custom designed to meet individual installation needs.

## Progress in Fuel Research

Several leading automobile producers in the United States, Japan and Italy have pooled their efforts with leading fuel producers to form an international, privately-funded, research organization.

The main problem which this research group faces is the job of converting unburned hydrocarbons, carbon monoxide and oxides of nitrogen. The target of the research is to develop a fuel system which will control all three of these pollutants at the same time.

The research consists of mathematical models, design development and road testing. Highlights of the research include:

- ✓ Two autos run for six thousand miles with experimental exhaust recirculating systems.
- ✓ Fabrication of a new, simplified exhaust manifold reactor will begin immediately.
- ✓ Testing has begun on twelve statistically designed fuel blends to measure the effects of fuel composition on exhaust components and reactivity.

Test results have not been released as yet but a major breakthrough in fuel pollutant control is expected by the research teams.

## Electric Mini-Bus



An all-new concept in electrically propelled public transportation was recently unveiled. An electric powered, 12 passenger jitney, capable of carrying 2,000 lbs of passengers and cargo was demonstrated for the convention of the Edison Institute.

The vehicle is capable of quiet, fume-free, short-route service and may be of interest to municipalities faced with growing transportation and air pollution problems. It is powered by two, 84-volt industrial, lead-zinc batteries. A solid state, electronically controlled battery system provides fast starts, smooth performance and low operating and maintenance costs.

## Battery Powered Flare



A newly designed and patented safety flare will be nationally marketed by mid-1969. Its use in emergency illumination is recommended by the manufacturer over the conventional flammable flare because of the safety aspect of reducing the possibility of igniting spilled gasoline at an accident scene.

Other specifications of this flare include; guaranteed use of more than 30 continuous hours, rust proof, light weight and non flammable.

## Magnetic Sweeper

A handy gadget for any shop, this sweeper unit operates magnetically to pick up nails and other metal debris by means of a magnetized roller.

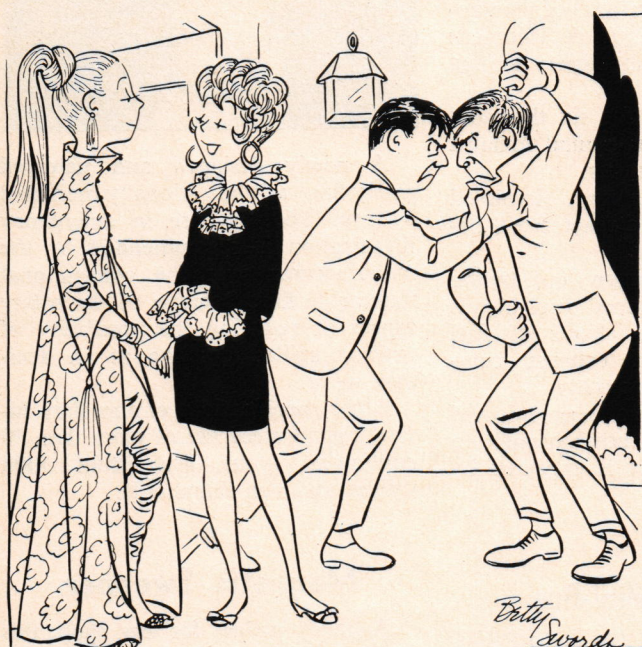
The producer claims that the powerful magnets never lose their strength. Other specifications include adjustable wheel and handle heights as well as a variety of available widths.

*WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.*

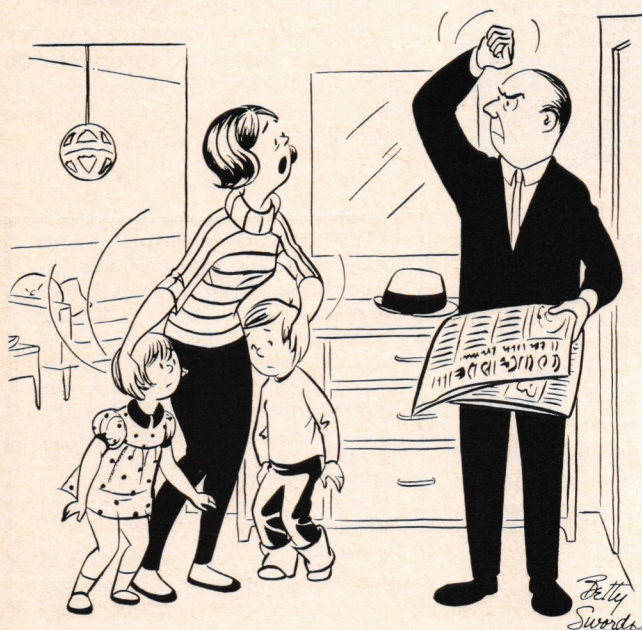
*A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.*



# LAUGH LOAD



"I'll entertain next, Cynthia. How about a month after the election?"



"Please, Charles! Don't discuss politics in front of the children."

## Puzzle

A young doctor who had just hung out his shingle got his first patient, a man with a very bad cold.

"Cad you cure me?" asked the suffering one.

The doctor, after some thought, told the man to go home, take a hot bath, and then stand in a draught without drying himself.

"That wid cure my code?" the patient asked doubtfully.

"I didn't say that," replied the doctor, "but that will give you pneumonia and pneumonia I know how to cure."

## A Franc Opinion

A French valet, violently opposed to capitalism, spent most of his spare time attending Communist meetings. His employer didn't approve but was tolerant, for the man was an unusually efficient servant. But then the valet suddenly stopped going to the meetings. Asked for an explanation, he said: "At the last meeting I attended it was proved that if all the wealth in the country were divided equally the share of each person would be 2000 francs."

"So what?" asked his employer.

"Well," replied the valet, "I have 5000 francs."

## Free Guess

A small boy was dolefully practicing his piano lesson when a traveling salesman stuck his head in the door.

"Son, is your mother home?"

"What do you think?" answered the boy.

## Remodeling Job

An antique collector, passing through a small village, stopped to watch an old man chopping wood with an ancient ax.

"That's a mighty old ax you have there," remarked the collector.

"Yes," said the villager, "it once belonged to George Washington."

"Not really," gasped the collector. "It certainly stood up well."

"Of course," admitted the old man, "it's had three new handles and two new heads."


## Not at All

During the last days of a storewide sale a frenzied clerk was making out what she hoped was her last sales check of the day. As the customer gave her name and address, the clerk looked up wearily and said by way of conversation, "Madhouse, isn't it?" The customer pleasantly replied, "No, it's a private home."



# FIFTY YEARS AGO

in Our Magazine



Vol. XV

(From the October, 1918, issue of the TEAMSTER)

Number 10

## IDEALIST

"The American is at heart an idealist," says Winston Churchill. A kaiser may tell his dentist that the Americans have no other worship than that of the dollar, and even some of our own people suppose that we are more practical than idealistic. But the truth is, our history and development prove us to be at one and the same time the most practical and idealistic of peoples. We did not go to war at once when the Lusitania was sunk, although a great international idea was violated by that terrible deed. Ideas require time to develop, to seize the imagination of the masses. If we were to fight, our people would fight only for an idea, and that idea must be one in consonance with American tradition and history. And as the scheme of Pan-Germanism became manifest and the treatment of Roumania and other nations subjugated by Germany called to mind the injustice of one people governing another without its consent and by force alone, it dawned upon the minds and hearts of the American people that the issue in Europe between the Allies and the Central Powers was becoming the old American issue for a government with the consent of its people, a logical extension of the principles of the Declaration of Independence and the traditional Monroe doctrine. America went to war to perpetuate the idea of self-government for every people in the world and to make every country safe from interference in its affairs by any nation whatsoever. It is that idea for which America is fighting, and she will sacrifice all her wealth and earthly possessions to establish it, and make the world safe for liberty and democracy.

## Food Administration Cuts Out Middleman Bring More to Farmer and Housewife

**F**IGURES compiled by the Food Administration show that the farmer, going to market this summer to sell his produce, got \$1.27 for every dollar that he received last summer; and the housewife, going to market to buy her supplies, paid 87 cents for every dollar that she paid last summer.

The difference has been saved out of the profits of the middleman.

For instance, the price of flour in the spring of 1917 was \$16.75 a barrel wholesale in Minneapolis. This spring it was \$9.80 a barrel. The difference between the selling price of a farmer's wheat and the selling price of the flour that was made from that wheat was \$5.68 in May, 1917. In May, 1918, it was only 64 cents.

These reductions have been made despite the fact that we have taken out of the markets enough food to save our allies in Europe from famine. We have shipped 120,000,000 bushels of wheat instead of the 20,000,000 bushels that we thought would be our limit. We have exported 87,000,000 pounds of beef a month instead of only 2,000,000 pounds. And instead of only 50,000,000 pounds of pork a month we have shipped as much as 308,000,000 pounds.

In a campaign to prevent profiteering and food wastage the Food Administration in ten months imposed some 815 penalties on wholesale and retail dealers, commission men, millers, canners, bakers, cold storage companies, brokers, grocers, restaurant men and so forth. About 150 companies and individuals have been ordered to abstain from business in licensed commodities either permanently or for stated periods. The others have been regulated by fines or minor penalties. In many more cases the desired result has been obtained by means of warnings. And besides this work of the

Washington headquarters the Federal food administrators in their respective states have disposed of a vast number of cases on their own authority.

There is still profiteering going on, and against it the Government is making a broad campaign, but shortage of shipping has become one of the great causes of the high cost of living, and that difficulty can only be overcome by building ships.

The price of bananas has increased because half the banana boats have been taken as army transports. There is a huge crop of sugar in Cuba, Puerto Rico and Hawaii, but there are not ships enough to move it. Ocean freight rates on rice and tea and tapioca from China, India and the Straits Settlements have become very high. On tea, for instance, the rate has risen from 1 cent to 5 cents a pound.

We used to import great quantities of hides from China, and we bring a tanning extract called quelbracho from South America. Ocean freight rates on hides have increased 500 per cent. These are part of the inevitable hardships of war.

## THE TOILER

The back of the burdened toiler is bent from the weight of the load

That he and his kind through the ages have borne on every road

His not the lot of the dreamer or worker with brush or pen  
Who bask in the favor of fortune or the smiles and cheers of men;

His not the place in the forum guiding the Ship of State,  
Or near to the seats of the mighty where sit the proud and the great.

For him no stooping for favor, watching the crumbs as they fall,

Where the glitter of gold is brightest and flatterers come at the call.

But down in the haunts of the workers, in the mill, the shop and the mine,

Where red-blooded men are sweating, not heeding the passing of time,

Where the measure of men is manhood and character counts in the scales,

This is the crucible-pot of men, where brotherhood never fails.

So when you are thinking of progress make your estimate high

Of the humblest one of the toilers, who live but to work and to die.

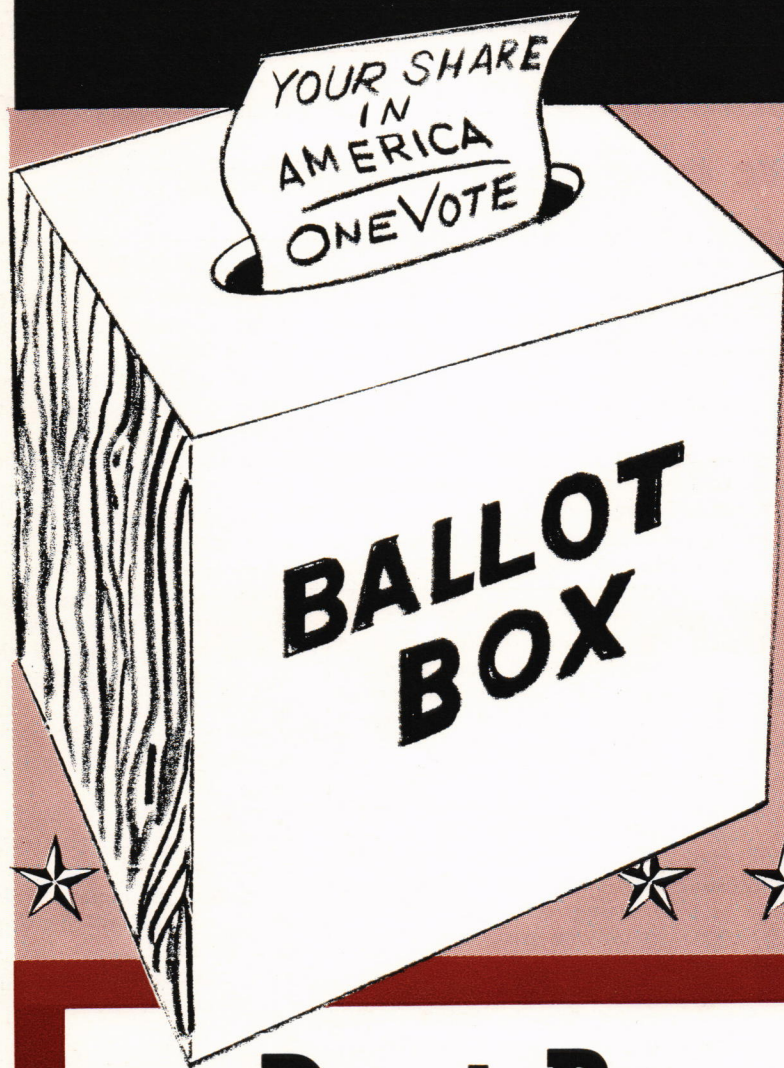
Then cleanse your dust-covered conscience and give the worker his due,

The world couldn't go on without him, but it might go on without you.

—Peter W. Collins.



**DON'T LET OTHERS  
DETERMINE YOUR  
STAKE IN AMERICA**



**Dont Be a Dropout  
CAST YOUR VOTE  
November 5th**